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ABSTRACT

Described is a statewide plan for the elimination of a dual system of higher education in Arkansas. The plan was developed in response to a January 1969 notification of the governor by the U.S. Office for Civil Rights that the state's higher education system was in violation of Title VI of the Civil Rights Act of 1964. Six sections form the contents of the report: (1) background and development of the plan; (2) the history of higher education in Arkansas; (3) disestablishment of the structure of the dual system; (4) desegregation of student enrollment; (5) desegregation of faculty, administrative staffs, nonacademic personnel, and governing boards; and (6) submission of plans and monitoring. (HSE)

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ARKANSAS COLLEGE AND UNIVERSITY PLAN FOR COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 (REVISED 1977)

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DEPARTMENT OF HIGHER EDUCATION
Little Rock, Arkansas

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ARKANSAS COLLEGE AND UNIVERSITY PLAN FOR COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 (REVISED 1977)

STATEWIDE PLAN

State of Arkansas
DEPARTMENT OF HIGHER EDUCATION
Little Rock, Arkansas

TABLE OF CONTENTS

Section — Page

I. BACKGROUND AND DEVELOPMENT OF THE PLAN 1

Background 1
Development of the Plan. 2

II. HISTORY OF HIGHER EDUCATION IN ARKANSAS 3

III. DISESTABLISHMENT OF THE STRUCTURE OF THE DUAL SYSTEM . . 9

A. Define the mission of each institution within the state system on a basis other than race 9

1.a Background Analysis: Mission 9

Arkansas Tech University. 11
Arkansas State University. 11
Arkansas State University-Beebe. 12
East Arkansas Community College. 12
Garland County Community College 12
Henderson State University. 12
North Arkansas Community College 13
Phillips County Community College 13
Southern Arkansas University 13
University of Central Arkansas 13
University of Arkansas-Fayetteville. 14
University of Arkansas at Little Rock. 14
University of Arkansas at Monticello 14
University of Arkansas at Pine Bluff 15
University of Arkansas Medical Sciences Campus. 15
Westark Community College 15

1.b Background Analysis: Geographic Area Served 15

1.c Background Analysis: Size of Student Body and Staff 16

2. Commitment to Achieve Goal 17

3. Timetable 17

B. Specify steps to be taken to strengthen the role of traditionally black institutions in the state system 21

1.a Background Analysis: Facilities 21

Section Page

1.b Background Analysis: Institutional Operations 28

1.c Background Analysis: Student Financial Aid 36

1.d Background Analysis: Programs 37

1. Nursing Degree Program 40
2. Bachelor of Science in Special Education 41
3. Pre-Engineering 41
4. Bachelor of Arts in Psychology 41
5. Associate of Arts Degree in Industrial Technology 42
6. Associate of Arts in Corrections and Law Enforcement . 42
7. Bachelor of Arts in Political Science 42
8. Graduate Resident Center 42

2.a Commitments to Achieve Goal: Facilities 43

3.a Timetable: Facilities 44

2.b Commitment to Achieve Goal: Institutional Operations 44

3.b Timetable: Institutional Operations 45

2.c Commitment to Achieve Goal: Student Aid 46

3.c Timetable: Student Aid 46

2.d Commitment to Achieve Goal: Programs 46

3.d Timetable: Programs 47

C. Commit the state to take specific steps to eliminate educationally unnecessary program duplication among traditionally black and traditionally white institutions in the same service area 47

1. Background Analysis 47

2. Commitment to Achieve Goal 50

D. Commit the state to give priority consideration to placing any new undergraduate, graduate, or professional degree programs, courses of study, etc. which may be proposed, at traditionally black institutions, consistent with their missions . . 50

Section Page

1. Background Analysis 50

2. Commitment to Achieve Goal 51

3. Timetable 51

E. Commit the state to withhold approval of any changes in the operation of the state system or of any institutions that may have the effect of thwarting the achievement of its desegregation goals 51

1. Background Analysis 51

2. Commitment to Achieve Goal 51

F. Commit the state to advise OCR of proposed major changes in the mission or character of any insitution within the state system which may directly or indirectly affect the achievement of its desegregation goals prior to their formal adoption . . . 51

1. Background Analysis 51

2. Commitment to Achieve Goal 52

3. Timetable 52

IV. DESEGREGATION OF STUDENT ENROLLMENT 53

A. Adopt the goal that for two-year and four-year undergraduate public higher education institutions in the state system taken as a whole, the proportion of black high school graduates throughout the state who enter such institutions shall be at least equal to the proportion of white high school graduates throughout the state who enter such institutions 53

1.a Background Analysis 53

2. Commitment to Achieve Goal 55

3. Timetable 55

B. (1) Adopt the goal that there shall be an annual increase, to be specified by each state system, in the proportion of black students in the traditionally white four-year undergraduate public higher education institutions in the state system taken

Section Page

as a whole and in each such institution; and (2) adopt the objective of reducing the disparity between the proportion of black high school graduates and the proportion of white high school graduates entering traditionally white four-year and upper division undergraduate public higher education institutions in the state system; and (3) adopt the goal of reducing the current disparity by at least fifty percent by the academic year 1982/83. However, this shall not require any state to increase by that date black student admissions by more than 150 percent above the admissions for the academic year 1976/77 . . 55

1.b Background Analysis 55

2. Commitment to Achieve Goal. 59

3. Timetable. 60

C. Adopt the goal that the proportion of black state residents who graduate from undergraduate institutions in the state system and enter graduate study or professional schools in the state system shall be at least equal to the proportion of white state residents who graduate from undergraduate institutions in the state system and enter such schools. . . 60

1. Background Analysis 60

2. Commitment to Achieve Goal. 64

3. Timetable. 64

D. Adopt the goal of increasing the total proportion of white students attending traditionally black institutions. 64

1. Background Analysis 64

2. Commitment to Achieve Goal. 65

3. Timetable. 65

E. Commit the state to take all reasonable steps to reduce any disparity between the proportion of black and white students completing and graduating from the two-year, four-year, and graduate public institutions of higher education, and establish interim goals, to be specified by the state system, for achieving annual programs. 65

Section Page

1. Background Analysis 65

2. Commitment to Achieve Goal 65

3. Timetable 65

F. Commit the state to expand mobility between two-year and four-year institutions as a means of meeting the goals set forth in these criteria 66

1. Background Analysis 66

2. Commitment to Achieve Goal 66

3. Timetable 67

G. Specify timetables for sequential implementation of action necessary to achieve these goals as soon as possible but not later than within five years (by the close of the academic year 1981/82) unless another date is specified in this section . . . 67

H. Commit the state and all its involved agencies and subdivisions to specific measures to achieve these goals 67

V. DESEGREGATION OF FACULTY, ADMINISTRATIVE STAFFS, NON-ACADEMIC PERSONNEL AND GOVERNING BOARDS 68

A. Adopt the goal that the proportion of black faculty and of administrators at each institution and on the staff of each governing board, or any other state higher education entity, in positions not requiring the doctorate degree, shall at least equal the proportion of black students graduating with masters degrees from institutions within the state system, or the proportion of black individuals with the required credentials for such positions in the relevant labor market area, whichever is greater 68

1. Background Analysis 68

2. Commitment to Achieve Goal 68

3. Timetable 68

Section Page

B. Adopt the goal that the proportion of black faculty and of administrators at each institution and on the staff of each governing board or any other state higher education entity, in positions requiring the doctoral degree, shall at least equal the proportion of black individuals with the credentials required for such positions in the relevant labor market area 70

1. Background Analysis 70
2. Commitment to Achieve Goal 70
3. Timetable 72

C. Adopt the goal that the proportion of black non-academic personnel (by job category) at each institution and on the staff of each governing board or any other state higher education entity shall at least equal the proportion of black persons in the relevant labor market area 72

1. Background Analysis 72
2. Commitment to Achieve Goal 72
3. Timetable 74

D. Assure hereafter and until the foregoing goals are met that for the traditionally white institutions as a whole, the proportion of blacks hired to fill faculty and administrative vacancies shall not be less than the proportion of black individuals with the credentials required for such positions in the relevant labor market area 74

1. Background Analysis 74
2. Commitment to Achieve Goal 74
3. Timetable 74

F. Commit the state system to taking specific measures to achieve these objectives 75

G. Adopt the goal of increasing the numbers of black persons appointed to systemwide and institutional governing and agencies so that these boards may be more representative of the racial population of the state or of the area served 75
1. Background analysis 75
2. Commitment to achieve goal 77
3. Timetable 77

Section Page

IV. SUBMISSION OF PLANS AND MONITORING 80

A. Development of the Plan 80

B. Reporting to the Office for Civil Rights 80

C. Signatories and Policy Statements. 81

APPENDICES 82

ARKANSAS COLLEGE AND UNIVERSITY PLAN FOR COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964 (REVISED 1977)

I. BACKGROUND AND DEVELOPMENT OF THE PLAN

Background

In January, 1969 Governor Winthrop Rockefeller of Arkansas was notified that compliance reviews conducted by the U. S. Office for Civil Rights indicated that Arkansas and nine other states were operating systems of higher education that were racially segregated on a statewide basis and were in violation of Title VI of the Civil Rights Act of 1964. State officials prepared and submitted a plan during the next six months for eliminating the dual system of higher education.

No further word was received from the Office for Civil Rights until the Spring of 1973 when Governor Dale Bumpers was notified that the U. S. District Court in the District of Columbia had entered an order which required the Department of Health, Education, and Welfare, within 120 days of the date of the order (February 16, 1973) to, "...commence enforcement proceedings by administrative notice of hearings, or utilize any other means authorized by law, to affect compliance with Title VI" of the Civil Rights Act of 1964 by the ten states which had previously been identified as operating dual systems of higher education. The state was requested to prepare another plan and during the period between notification and June of 1974, the staff of the Department of Higher Education, the Office of the Governor, and staff members at the public colleges and universities cooperatively prepared a new plan which was eventually approved by the Office for Civil Rights in June of 1974. From the time when the plan was approved and the Spring of 1977, the various elements of the plan were implemented and considerable progress was made.

During the Spring of 1977, Governor David Pryor received word that the U.S. Department of Health, Education, and Welfare was preparing guidelines for the development of state desegregation plans and that new plans would be requested when the guidelines had been completed. Various state officials in the six states remaining committed to implementing the plans plus numerous other officials from throughout the country were consulted in developing the guidelines. The guidelines were sent to the six states in early July of 1977. Upon receiving them, state officials in Arkansas immediately began work on the preparation of a new plan which would respond to the guidelines. This document is the result of that effort.

Development of the Plan

The first step taken in preparing a new plan was to form an Advisory Committee to work with staff members of the Department of Higher Education. This committee consisted of 40 members with half being institutional employees designated by the presidents and chancellors and the other half non-institutional representatives residing throughout the state. The makeup of the committee was representative of each geographic section of the state and included on it were 47.5 percent black members and 52.5 percent white members. The committee met several times during the preparation of the plan and will continue to function in a monitoring capacity as the plan is implemented.

The plan is organized into six sections which are: (I) background and development of the plan, (II) history of higher education in Arkansas, (III) disestablishment of the structure of the dual system, (IV) desegregation of student enrollment, (V) desegregation of faculty, administrative staffs, non-academic personnel, and governing boards, and (VI) submission of plans and monitoring. The final four sections of the plan correspond directly with the sections included in the guidelines.

II. HISTORY OF HIGHER EDUCATION IN ARKANSAS

Higher educational opportunity has been provided for the citizens of Arkansas on a continuous basis since the establishment in 1871 of the Arkansas Industrial University at Fayetteville. The name was later changed to the University of Arkansas and the first baccalaureate degrees were awarded in 1876. In 1873 the General Assembly established a second land grant institution in Pine Bluff as a branch of the University. The institution subsequently became a separate institution called the Arkansas Agricultural, Mechanical and Normal College before becoming the University of Arkansas at Pine Bluff in 1972.

Around the turn of the century, there was a recognized need to establish an institution to aid in the preparation of public school teachers, and in 1907 the Arkansas State Normal School was established at Conway for this purpose. Students who completed the course of study were awarded the Licentiate of Instruction. At about this time, the General Assembly was concerned that most students in Arkansas did not have the opportunity to attend high school due to the existence of so few such schools. In an effort to remedy this situation, the 1909 General Assembly authorized the establishment of four district agricultural high schools in the state. The locations of the schools were determined through a bidding process by the communities, a process which resulted in the schools being located at Russellville, Jonesboro, Monticello, and Magnolia. These schools, opened in 1910, were to provide courses of study in agriculture and horticulture and establish schools of cotton and textile manufacturing. Since these original beginnings, a number of changes have occurred in response to the needs reflected by the times. As a result of rapid expansion of the high school program, it became apparent around 1920 that the district high schools had outlived their original purposes and could begin to assume more expansive roles. In 1918, the school at Jonesboro added junior college work. This was repeated by the school at Russellville in 1921, Monticello in 1923, and Magnolia in 1925.

Until 1920 when Arkansas State Teachers College at Conway (now University of Central Arkansas) began offering degree programs, college degree work was offered only by the University of Arkansas except for 10 degrees awarded by the University of Arkansas at Pine Bluff during the period between 1882 and 1894. From 1894 until 1929 the University of Arkansas at Pine Bluff was operated as a junior college but in 1929 it was again authorized to begin offering baccalaureate degrees. In 1930 the State A & M College at Jonesboro (now Arkansas State University) initiated four-year programs and was followed three years later by the State A & M College at Monticello (now University of Arkansas at Monticello). It was not until 1948 that Arkansas Polytechnic College (now Arkansas Tech University) began four-year programs and Southern State College at Magnolia (now Southern Arkansas University) followed suit in 1950.

In 1927, the Methodist Church offered the state the school plant at Arkadelphia which had housed Henderson-Brown College. After much discussion and a concern expressed by many that Arkansas already had too many colleges, the General Assembly accepted the offer and Henderson State Teachers College (now Henderson State University) was established. In 1969, Little Rock University, a private institution, was taken over by the state in response to a need for state-supported collegiate instruction in Little Rock. This institution was merged with the University of Arkansas and was named the University of Arkansas at Little Rock. In 1971, Arkansas A & M College was merged with the University of Arkansas to become the University of Arkansas at Monticello and in 1972 Arkansas A M & N College merged with the University of Arkansas and was named the University of Arkansas at Pine Bluff.

Graduate instruction was initiated by the University of Arkansas in 1927 and until 1955 was the only graduate work offered. Graduate programs were added in 1955 at Arkansas State University, University of Central Arkansas and Henderson State University. These programs were Master of Science in Education programs designed primarily to improve the preparation of teachers. Since that time, each of the schools providing graduate work has increased graduate offerings as the demand developed and resources were available. The University of Arkansas now offers a broad range of masters degree programs and specialist degrees in several areas in the field of Education. It also offers numerous doctoral programs and is the only doctoral degree granting institution in the state. Arkansas State University provides Master of Science in Education, Master of Arts, Master of Science, Master of Fine Arts, Master of Music Education, Master of Rehabilitation Counseling and Master of Business Administration programs in selected major areas of study. In 1969 Arkansas State University initiated the Specialist in Education, a six year program in educational administration and counselor education. The University of Central Arkansas offers the Master of Science in Education, Master of Music Education, Master of Science, Master of Arts and Master of Business Administration in selected major areas and the Master of Counseling Psychology. Henderson State University continues to offer the original Master of Science in Education degree in addition to the Master of Music Education, Master of Science and the Master of Business Administration degree. Limited programs in education at the masters level are offered by Arkansas Tech University and Southern Arkansas University and the University of Arkansas at Little Rock offers masters degree work in elementary education, business, community disorders, social work, and law enforcement. Numerous masters and doctoral level programs in the medically-related sciences are offered at the University of Arkansas Medical Sciences Campus and the Graduate Institute of Technology provides the Master of Science in selected sciences and engineering as well as the Doctor of Philosophy in Instrumentation Science. These beginnings were the basis for the present nine campuses in the four-year college program in Arkansas.

The two-year college program consists of nine institutions. Three of the two-year institutions are related to four-year colleges and each has a unique role or function. Arkansas State University-Beebe was established in 1927 as a junior agricultural college and later became a branch of Arkansas State University. It operates the standard college transfer program plus employment oriented programs in selected occupational fields. The Southwest Technical Institute, which is a branch of Southern Arkansas University, was operated by the State Board of Education until July 1, 1975, at which time it became a branch of Southern Arkansas University. It offers high level technical or occupational programs in several areas. Graduates of these programs are fully prepared for employment in their specialty areas. The El Dorado Branch of Southern Arkansas University is a new institution which began limited operations in 1975 and will have community college-style programs including the first two years of a transfer program, occupational programs and community service offerings.

Generally the community colleges in Arkansas are two-year, post-high school educational institutions offering education for transfer, occupational education, general education, continuing education, community services, and guidance and counseling. Most community colleges have open-door admissions for any high school graudate or any person over eighteen years of age is eligible for admission. The six community colleges are two-year institutions offering one-year certificates and two-year assocate degrees. Student objectives may be to: transfer to a four-year college or university; obtain employment in a certain area; or upgrade themselves in their chosen fields. Each college has its own curriculum or fields of study based on the demands and needs of those citizens in the immediate community and courses are deleted or added according to the needs of the community.

The development of the community colleges began with Westark Community College, which existed for several years as a private institution known as Fort Smith Junior College and Phillips County Community College which was established in 1965 when new legislation provided for the state community junior college program. During 1973, bond issues were approved for three additional community colleges. These were East Arkansas Community College, Garland County Community College and North Arkansas Community College. In 1974, the last and most recent bond issue was approved for the establishment of Mississippi County Community College. All six community colleges are in operation. They have been fully accredited or hold the status of Recognized Candidate for Accreditation by the North Central Association.

Higher education in Arkansas is governed by several different boards and commissions with different functions. Each of the community colleges has a separate Board of Trustees whose members are elected from within the respective community college districts. The University of Arkansas Board

of Trustees governs the campuses at Fayetteville, Little Rock, Pine Bluff, and Monticello and the University of Arkansas for Medical Sciences located in Little Rock. The Arkansas State University Board of Trustees is responsible for the campuses at Jonesboro and Beebe and the Southern Arkansas University Board of Trustees governs campuses located at Magnolia, Camden, and El Dorado. Arkansas Tech University, Henderson State University, and the University of Central Arkansas each have separate Boards of Trustees. With the exception of the community college boards, members are appointed by the Governor and confirmed by the Senate.

In order to provide state level input and a statewide view into the operation and development of higher education in Arkansas, what is now the Department of Higher Education was created in 1961. This agency is a coordinating and recommending agency which is responsible to the State Board of Higher Education. Members of this board are appointed by the Governor and confirmed by the Senate. In addition, the Arkansas Postsecondary Education Planning Commission operates in a planning and recommending capacity for the entire postsecondary education program in the state. This commission consists of the members of the State Board of Higher Education augmented by five members which are appointed by the Governor.

In describing the present situation of postsecondary education in Arkansas, it is necessary to accumulate considerable information on the relationships of economic development to educational opportunities, participation rates, and other data. The following is shown as an illustration of the type of information that will be included in the Master Plan Study currently underway. Further development of this background information will accompany the further development of the plan.

Headcount enrollment in colleges and universities in the State of Arkansas increased dramatically during the 1960's. In the early 1970's, enrollment tended to stabilize, and only in 1975 and 1976 were further increases experienced throughout the state. Based on the number of students presently enrolled in elementary and secondary schools, it can be projected that the number of high school graduates will continue to increase into the early 1980's. At that point, a decline in high school graduates will be experienced that will last into the early 1990's. This has been brought about primarily by a declining number of births in Arkansas that extended over many years following World War II and only in recent years has the decline appeared to stabilize. Due to industrailization in the state and continued gradual increases in the overall population that were experienced from 1965 through 1970 and projected to continue on through the remainder of this century, it may be assumed that the number of births will begin to increase and eventually lead to an increasing number of students graduating from high school. It is not likely that this will influence the number of high school graduates materially until the early 1990's.

According to the most recent edition of the SREB Fact Book on Higher Education (Southern Regional Education Board), the percent of the population aged 18-24 in Arkansas during 1975 enrolled in college was 27.3 percent compared to an average of 34.4 percent in the SREB states and 40.6 percent throughout the United States. Only Georgia had a lower percent of the population enrolled in college than Arkansas within the SREB states. In the 18-21 age category, Arkansas had 44.2 percent of the citizens enrolled in a college in 1975, while the average for the SREB states was 58.1 percent and 68.1 percent in all of the states. No other SREB state had a lower percentage of this age category enrolled in college than did Arkansas. In addition, only 9.2 percent of the total enrollment in Arkansas in 1974 was at the graduate level, whereas the average for the SREB states was 12.2 and 13.2 for the entire United States.

In 1970, the median school year completed by the adult population over the age of 25 years in Arkansas was 10.5 compared to 10.7 in the SREB states and 12.1 as a national average. In 1960, Arkansas was 1.7 years below the national average of 10.6 and exactly at the average for the SREB states of 8.9. In the ten years following 1960, however, Arkansas gained .1 of a year on the national average but fell .2 of a year below the point achieved within the SREB states. In 1970, a little over 40 percent of the adult population in Arkansas had eight years or less of formal education while the SREB average was 34.5 and the national average was 28.3. In addition, only 6.6 percent of the population in Arkansas had four or more years of education beyond high school, whereas 9.6 percent of the population in the SREB state had achieved such a level, and 10.7 percent of the United States population had four or more years of college.

During the period 1970 to 1975, per capita personal income in Arkansas increased by 52.3 percent which exceeded the 50.1 SREB average and 47.1 national average. In 1970, the per capita income in Arkansas was $2,878 compared to a $3,405 SREB average and $3,966 in the United States. Arkansas exceeded only Mississippi in the SREB states in per capita income. By 1975 Arkansas' per capita income had moved up to $4,383 while the SREB average had moved to $5,110 and the national average had moved to $5,834. Again, Arkansas exceeded only Mississippi. Although the percent increase for Arkansas exceeded both SREB and national averages, in terms of actual dollars Arkansas moved upward by $1,505 while the SREB average increased by $1,705 and the national average moved up by $1,868.

In 1974, Arkansas residents generated $390.55 in state and local tax revenues per capita while the SREB average was $489.77 and the national average was $626.80. The revenue generated per $1,000 of personal income in Arkansas was $91.24 compared to $103.30 and $115.35 for the SREB states and the nation, respectively. Arkansas generated less revenue per capita and per $1,000 personal income than any other SREB state. In terms of the sources

of revenues, the percent of revenues generated by individual and corporate income taxes and other tax sources was equal to or higher than the averages for both the SREB states and the nation. From general and selective sales taxes Arkansas received a lower percentage of total revenues than was typical of the SREB states but higher than the national average. The most obvious discrepancy was in the general property tax category. Arkansas received 21.3 percent of state and local taxes from this source while the average for the SREB states was 26.2 and 36.0 for the nation.

Arkansas is presently served by nine senior state-supported colleges and universities, nine state-supported two-year institutions or campuses, eight independent four-year colleges, four two-year independent colleges, the University of Arkansas Medical Sciences Campus, some 25 public vocational-technical schools, and over 100 private vocational schools. Virtually every part of the state is located within 50 miles of a community college and/or vocational school. Only two significant sections of the state are not within 50 miles of one of these institutions. One of these is a small section in the extreme North Central part of the state, and the other is approximately one tier of counties along the Arkansas-Oklahoma border in the Southwestern part of the state. At the upper division level, larger portions of the state are not within 50 miles of a college or university. These sections are located in the West Central, North Central, and East Central parts of the state. For the most part, they are located in areas of lower population than other parts of the state. At the master degree level, approximately one-half of the state is located within 50 miles of a higher education institution. It should be pointed out, however, that the University of Arkansas offers masters instruction at both Pine Bluff and Monticello and Henderson State University offers masters courses in the Mena and De Queen areas. Extending the radius from 50 to 100 miles at the masters degree level shows that very few parts of the state are not within 100 miles of an institution offering masters degree work. The University of Arkansas-Fayetteville is the only college or university in Arkansas that offers doctoral work. Medical education is located in Little Rock in the central portion of the state and law schools are located at both Fayetteville and Little Rock.

Admission standards at public colleges and universities and at many of the private institutions in Arkansas include few restrictions. Arkansas has traditionally embraced the view that any student who has graduated from an accredited high school and desires further education at the postsecondary level should be provided the opportunity to try and most institutional admission policies reflect this viewpoint. In some cases, however, students are required to enroll in additional courses if they have weak backgrounds in an area. Retention policies are relatively similar at the public institutions. Students are normally placed in a probationary status if they do not achieve a grade point average during the first semester of 1.25 or 1.50. If grades stay quite low during the entire first year, students may be expelled from the institutiton for a specific period of time.

III. DISESTABLISHMENT OF THE STRUCTURE OF THE DUAL SYSTEM

In this and the following sections of this document, a direct relationship can be associated with the guidelines prepared by the U.S. Department of Health, Education, and Welfare. The specific guidelines are restated and followed by necessary background information, commitments to achieve goals, and any required timetables.

A. Define the mission of each institution within the state system on a basis other than race.

1.a) Background Analysis: Mission

In 1972, role and scope statements were adopted by the State Board of Higher Education for all public higher education institutions in the State of Arkansas. These statements are included in a document entitled, Role and Scope Statement for Arkansas Higher Education. Included in the document is a provision for reviewing the institutional statements periodically to update them as necessary and to engross changes as might have been approved by the State Board of Higher Education.

During 1974, the Office for Civil Rights of the U.S. Department of Health, Education and Welfare approved for the State of Arkansas the Arkansas College and University Plan for Compliance with Title VI of the Civil Rights Act of 1964. One concern of officials of the Office for Civil Rights was that role and scope statements for the institutions appeared to identify a role for the University of Arkansas at Pine Bluff that was different than the other institutions. It was provided in the approved plan that role and scope designations would be reviewed and revised non-discriminatory designations developed.

Since each institution had been providing programs for the socially, culturally, and economically disadvantaged students and a commitment to continuing and expanding these efforts was included in the plan, it was appropriate that a sentence expressing this fact should be included in all statements. This allowed the University of Arkansas at Pine Bluff to continue a historical commitment which was included as a part of the merger agreement and portrayed a true picture of continuing and committed efforts at the other institutions. It also

eliminated what appeared to be a discriminatory statement for the University of Arkansas at Pine Bluff and met the commitment of the state included in the approved statewide plan. As a result, new role and scope designations for each institution were adopted by the State Board of Higher Education during January of 1975 which are now in official use and which are stated in non-discriminatory terms.

As a part of on-going planning efforts of the state, a major study is now underway which is entitled, "Directions for Postsecondary Education in Arkansas, 1977." This study is being conducted with an appropriation of $100,000 made to the Department of Higher Education during the 1977 legislative session. The general emphasis of the study will be to provide the opportunity for every citizen of this state who is beyond the secondary level to fulfill his or her potential to the highest degree he or she chooses, to provide each citizen the opportunity for postsecondary education without regard to race, religion, color, national origin, economic circumstances, sex, or previous educational background, and to provide each citizen within the state both access and reasonable choice among institutions and programs. The public institutions will analyze the quality of postsecondary programs in terms of effectiveness. Additional areas to be studied will be research, libraries, public use of facilities, community service, etc.

Obviously, one primary consideration in developing a plan such as that now underway is to review and revise institutional role and scope designations. The statewide plan is scheduled for completion during April of 1978. Since such a study is being carried out, the State of Arkansas will provide any revised role and scope designations to the Office for Civil Rights for review prior to their final adoption.

The present role and scope statements, which comply with requirements that they be stated in non-discriminatory terms, are stated on the following pages. The general view on a statewide basis includes the goal to provide a public higher educational program in Arkansas with the following elements:

I. Advanced Graduate Level Institutions

A. A comprehensive university primarily of a residential nature with offerings at the undergraduate, masters, and doctoral levels and a number of professional schools. Emphasis will be placed on graduate and professional study and research.

B. An urban-oriented institution located in the major population center of the state, Little Rock, offering work at both undergraduate and graduate levels.

C. A residential university with broad undergraduate and selected graduate programs.

II. Masters Level Institutions

A. A core of institutions with emphasis on undergraduate degree programs with limited masters degree programs.

III. Baccalaureate Level Institutions

A. A core of institutions emphasizing quality undergraduate degree programs.

IV. Two-Year Level Institutions

A. A statewide system of public comprehensive community colleges offering vocational, technical, continuing education, and college transfer programs of two years or less duration available preferably within daily commuting distance of all citizens of the state.

With the exception of the University of Arkansas-Fayetteville, which tends to serve the entire state, all other institutions have historically and by design functioned by serving regions of the state. It is expected that regional orientation of all institutions except the University of Arkansas-Fayetteville will continue to be a major part of planned educational opportunities for the citizens of the state.

The role and scope designations for each institution which are now in use are as follows:

Arkansas Tech University

Arkansas Tech University shall serve the state by offering strong undergraduate degree programs with concentration on the liberal arts, education, fine arts, business and management, leisure, recreation and wildlife management, nursing, and related areas in demand in the institutional service area. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

Arkansas State University

Arkansas State University shall serve the state as a multi-purpose residential university with broad undergraduate programs in the primary concentration areas of liberal arts (including journalism), sciences, education, agriculture (including agricultural engineering), nursing, business, and limited

other programs in high demand in the region served by the institution. Graduate work shall be emphasized in the areas of liberal arts (including journalism), sciences, education (including agricultural education), and business. Additional graduate programs shall be initiated when there is ample evidence that such programs can more adequately be provided by Arkansas State University than at other institutions or that they should be duplicated in the Northeast Arkansas region. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

Arkansas State University-Beebe

Arkansas State University-Beebe shall continue to serve the state as a two-year institution offering quality instruction at the lower division level for transfer to institutions offering baccalaureate programs. In addition, community service and terminal programs in demand in the institutional service area may be initiated when the need for such programs is clearly evident. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

East Arkansas Community College

East Arkansas Community College shall continue to serve the state as a two-year institution providing instruction in vocational/technical areas, lower division courses for transfer purposes and community service programs suited to the needs of the district contiguous to the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

Garland County Community College

Garland County Community College shall continue to serve the state as a two-year institution providing instruction in vocational/technical areas, lower division courses for transfer purposes and community service programs suited to the needs of the district contiguous to the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

Henderson State University

Henderson State University shall serve the state by offering strong programs at the undergraduate level in the liberal arts, sciences, education, business, aviation, nursing, and fine arts. Strong masters degree level programs

shall be offered in the liberal arts, sciences, education, business, social agency counseling, and fine arts. Additional graduate programs shall be initiated when there is ample evidence that such programs can more adequately be provided by Henderson State University than at other institutions or that they should be duplicated in the region served by the institution. Programs will be provided for undergraduate students accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

North Arkansas Community College

North Arkansas Community College shall continue to serve the state as a two-year institution providing instruction in vocational/technical areas, lower division courses for transfer purposes and community service programs suited to the needs of the district contiguous to the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

Phillips County Community College

Phillips County Community College shall continue to serve the state as a two-year institution providing instruction in vocational/technical areas, lower division courses for transfer purposes and community service programs suited to the needs of the district contiguous to the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

Southern Arkansas University

Southern Arkansas University shall serve the state by offering strong undergraduate programs in the liberal arts, education, business, nursing, regional studies, applied studies, and health-related programs in demand in the institutional service area. Strong programs at the masters degree level in education shall be offered. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

University of Central Arkansas

The University of Central Arkansas shall serve the state with strong undergraduate programs emphasizing the liberal arts, home economics, education, business, nursing, sciences, fine arts, and selected health-related fields

which can as adequately be provided at the institution as at other health institutions in the Central Arkansas region. Strong programs shall be offered at the masters degree level in the liberal arts, education, nursing, business, sciences, and fine arts. Additional graduate programs shall be initiated when there is ample evidence that such programs can more adequately be provided by the University of Central Arkansas than at other institutions or that they should be duplicated in the Central Arkansas region. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

University of Arkansas - Fayetteville

The University of Arkansas -Fayetteville shall serve the state as a multi-purpose residential university with broad offerings at the undergraduate, masters, and doctoral levels and as the primary land-grant institution. Quality shall be a goal in all programs and emphasis shall be placed on programs at the graduate level, in the professions, and in research activities. Additional graduate programs shall be initiated when there is ample evidence that such programs are needed by the state or should be duplicated by the University of Arkansas-Fayetteville. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

University of Arkansas at Little Rock

The University of Arkansas at Little Rock, being the only state-supported institution located in a major urban area, shall be cognizant of the needs of urban Arkansas. Quality programs at the undergraduate level shall be emphasized in the liberal arts, sciences, engineering technology, business, education, criminal justice, gerontology, and other areas common to the urban university. Strong programs at the masters degree level in education shall be provided. Graduate programs in other areas shall be initiated when there is ample evidence that such programs can more adequately be provided by the University of Arkansas at Little Rock than at other institutions or that they should be duplicated in the Central Arkansas region. Such efforts should proceed only after careful consultation with appropriate accrediting agency officials to insure that institutional accreditation is not jeopardized. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

University of Arkansas at Monticello

The University of Arkansas at Monticello shall serve the state by offering quality undergraduate programs with emphasis placed on the liberal arts,

education, business, nursing, forestry, and related programs needed in the region served by the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

University of Arkansas at Pine Bluff

The University of Arkansas at Pine Bluff shall serve the state by offering quality undergraduate programs with emphasis placed on the liberal arts, education, business, home economics, agriculture, industrial arts, nursing, law enforcement, and other areas common to the land-grant institution or which are needed in the region served by the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

University of Arkansas Medical Sciences Campus

The University of Arkansas Medical Sciences Campus shall serve the state as a facility in which the kinds as well as the numbers of doctors, pharmacists, dental hygienists, nurses, and other health-related personnel are produced in a planned relationship to state needs. Quality and relevancy of programs shall be emphasized and major efforts shall be directed toward producing an increased supply of family doctors as well as the specialists that may be in short supply. In cooperation with the Divison of Comprehensive Health Planning and other agencies and institutions, programs shall be developed to address the complex problem of distribution of health professionals throughout the state to sufficiently meet the health needs of rural and urban areas of Arkansas.

Westark Community College

Westark Community College shall continue to serve the state as a two-year institution providing instruction in vocational/technical areas, lower division courses for transfer purposes and community service programs suited to the needs of the district contiguous to the institution. Programs will be provided for undergraduate students, accepted for enrollment in accordance with stated admission policies, whose pre-college educational background needs strengthening.

1.b) Background Analysis: Geographic Area Served

Appendix D includes a table showing the number of students that attended each institution during the Fall of 1976 from each county in the state. It will be noted that all but three of the nine two-year institutions serve students in the area immediately surrounding the institutions. There are nine four-year institutions and one medical campus. The largest system is the University of

Arkansas with a total of five institutions, including the only predominately black institution. Of the nine institutions, the University of Arkansas-Fayetteville, Arkansas State University, and the University of Central Arkansas draw students from nearly every county in the state.

The service area of each institution is determined under current practices to be the counties which contribute 90 percent of the in-state enrollment for each institution. Appendix D also includes maps showing the 90 percent service area of each institution during the Fall of 1976. These service areas have tended to remain generally stable for the various institutions for a number of years and reflect the basic regional orientation of each institution. It will be noted that each institution tends to draw a majority of students from a region that surrounds the institution although these regions are larger for some institutions than others. The community colleges tend to draw from a small number of counties which would be expected due to their mission of service to their communities. At the four-year institutions, the size of the drawing area is often related to the density of population in the area. In more densely populated areas, the 90 percent service area will often be smaller than in areas where the population is more sparse. Although all of the four-year institutions draw some students from throughout the state, the University of Arkansas-Fayetteville is the only institution with a 90 percent service area that appears to encompass the entire state. The drawing area of the University of Central Arkansas is also large although it is less comprehensive of the entire state.

The 90 percent service areas of the institutions are the basis for enrollment projections that are made for the institutions and were used to determine the goals for proportions of black and white students as presented in the section of this document on enrollment.

1.c) Background Analysis: Size of Student Body and Staff

The service areas, defined as the counties contributing 90 percent of the in-state enrollment for each institution, are the starting point for each institution's enrollment projection. The rate of college-going in an institution's service area is compared to projected high school graduates to determine the projected enrollment. The Department of Higher Education prepares new enrollment projections each year which reflect any changes in patterns that may have taken place in the most recent year. Due to the fluctuations in enrollment patterns at most institutions during the 1970's, the accuracy of long-range enrollment projections are particularly subject to question. Historical trends have been varied during this period of time and emerging new instructional patterns and service functions make long-range enrollment projections difficult to prepare.

With these reservations in mind, Tables III-1 and III-2 show projections of on-campus headcount enrollment at the public colleges and universities as prepared during the Fall of 1976. These projections do not reflect enrollments realized

during the Spring of 1977 or changes in patterns being proposed in this plan. As new projections are prepared during the Fall of 1977, these factors as well as the resulting enrollment for the Fall of 1977 will be reflected in the enrollment projections. Based on the 1976 projections, it will be noted that enrollment patterns are expected to generally stabilize during the early 1980's. With a likely reduction in the number of high school graduates through the 1980's, it is entirely possible that decreases in college and university enrollment will be experienced.

Table III-3 shows the actual and projected numbers of personnel in public colleges and universities in Arkansas from 1976/77 to 1982/83. The projected number of personnel is related to the projected enrollment and will change as new projections of enrollment are developed.

2) Commitment to Achieve Goal

The State Board of Higher Education will continue to adopt role and scope statements which will define the mission of each public college and university in Arkansas on a basis other than race. When new role and scope statements are adopted as a part of the study underway entitled, "Directions for Postsecondary Education in Arkansas, 1977", they will be forwarded to the Office for Civil Rights for review prior to their adoption. Any future changes in institutional role and scope statements will be provided to the Office for Civil Rights for review.

3) Timetable

New role and scope statements anticipated as part of the study entitled, "Directions for Postsecondary Education in Arkansas, 1977', will be completed when the study has been completed. The General Assembly of Arkansas appropriated $100,000 for this study during the 1977 session and the study is expected to be completed in April, 1978.

TABLE III-1

DEPARTMENT OF HIGHER EDUCATION
PROJECTED FALL HEADCOUNT ENROLLMENT
ARKANSAS STATE-SUPPORTED COLLEGES & UNIVERSITIES
1977/78 - 1982/83

FALL	UAF	UALR	UAM	UAPB	ATU	ASU	ASU-B	HSU	SAU	UCA	TOTAL
1977/78	13,019	9,879	1,718	3,051	2,480	7,468	881	3,408	2,004	5,126	49,034
1978/79	13,650	11,084	1,781	3,167	2,603	7,819	914	3,573	2,117	5,322	52,030
1979/80	13,731	11,553	1,784	3,231	2,635	7,887	828	3,581	2,124	5,378	52,732
1980/81	13,863	11,997	1,785	3,236	2,661	7,902	824	3,582	2,131	5,410	53,391
1981/82	13,990	12,538	1,782	3,203	2,695	7,933	835	3,588	2,133	5,455	54,152
1982/83	14,087	13,041	1,782	3,130	2,734	7,965	845	3,616	2,134	5,488	54,822

TABLE III-2

DEPARTMENT OF HIGHER EDUCATION
PROJECTED FALL HEADCOUNT ENROLLMENT
ARKANSAS STATE-SUPPORTED COMMUNITY COLLEGES
1977/78 - 1982/83

FALL	EACC	GCCC	MCCC	NACC	PCCC	SAU-ELD	SAU-STI	WCC
1977/78	1035	1613	1139	984	1626	457	454	3640
1978/79	1236	1750	1358	1157	1731	639	476	4097
1979/80	1320	1835	1506	1275	1788	766	491	4436
1980/81	1389	1966	1579	1374	1748	833	510	4838
1981/82	1442	2058	1582	1478	1721	901	533	5168
1982/83	1446	2145	1595	1520	1663	958	551	5417

TABLE III-3

PROJECTED NUMBER OF EMPLOYEES
ARKANSAS STATE-SUPPORTED COLLEGES AND UNIVERSITIES

Institution	Actual 1976/77	Projected 1979/80	Projected 1982/83
Arkansas State University	856	949	959
Arkansas State Univ. -Beebe	84	86	88
Arkansas Tech University	284	304	316
Henderson State University	405	493	497
Southern Arkansas University	242	263	264
University of Arkansas at Fayetteville	3,655	3,875	3,976
University of Arkansas at Little Rock	788	1,054	1,189
University of Arkansas at Monticello	233	241	241
University of Arkansas at Pine Bluff	493	522	506
University of Central Arkansas	589	635	648
East Arkansas Community College	112	207	227
Garland County Community College	125	160	187
Mississippi County Community College	82	166	175
North Arkansas Community College	122	219	264
Phillips County Community College	163	202	188
Southern Arkansas University- El Dorado	21	53	66
Southern Arkansas Univ. - Southwest Tech Institute	61	68	77
Westark Community College	275	369	450

B. Specify steps to be taken to strengthen the role of traditionally black institutions in the state system.

1a) Background Analysis: Facilities:

The University of Arkansas at Pine Bluff (formerly Arkansas A. M. & N. College) is the only state-supported institution of higher education historically established to serve the postsecondary educational needs of the black population of Arkansas.

When the statewide higher education desegregation plan was written in 1973 and 1974, the physical facilities at the University of Arkansas at Pine Bluff had been allowed to deteriorate and were in poor condition. Since that time, the Arkansas General Assembly has appropriated significant sums for facilities at the institution and major improvements have been accomplished. Some old buildings not suitable for repair have been demolished, some new buildings have been constructed, and many buildings have been renovated. In addition, several improvements to the grounds such as curbs, streets, gutters, and landscape work have been completed.

The 1974 desegregation plan committed the state to improving the physical facilities at the University of Arkansas at Pine Bluff to a level of appearance and repair comparable with similar institutions in the state by 1979/80. In order to establish a measure of comparability between the institutions, the Department of Higher Education contracted with State Building Services in the Spring of 1976 to conduct a study of the condition and future service potential of physical facilities at all public senior institutions. Professional personnel from State Building Services visited each campus and inspected the various buildings. In order to reduce the task to one of manageable proportions and eliminate many small structures inconsistent in use, physical plant structures, student housing, and farm buildings were not included in the study. Each building was rated on present condition by the following categories: (A) excellent, (B) above average, (C) average, (D) below average, and (E) poor. In addition, each building was given a future service potential rating as follows: (1) long term service with normal maintenance, (2) long term service with minor repair, (3) long term service with major repair, (4) long term service with extensive renovation, and (5) short term service and phase out.

Based on the results of the study, it will be noted in Table III-4 that the number of square feet available per FTE student ranged from a low of 97.2 at the University of Arkansas at Little Rock to a high of 254.7 at Arkansas Tech University. The average for all institutions was 192.3, and the University of Arkansas at Pine Bluff had 195.4. For all institutions, it will be noted in Table III-5 that 36.7 percent of the facilities were in

TABLE III-4
SQUARE FEET PER FULL TIME EQUIVALENT STUDENT AT PUBLIC COLLEGES AND UNIVERSITIES IN ARKANSAS *

Institution	Square Feet per Full Time Equivalent Student - Spring 1976
Arkansas State University	184.8
Arkansas State University-Beebe	179.0
Arkansas Tech University	254.7
Henderson State University	167.1
Southern Arkansas University	227.6
University of Arkansas -Fayetteville	228.5
University of Arkansas at Little Rock	97.2
University of Arkansas at Monticello	215.3
University of Arkansas at Pine Bluff	195.4
University of Central Arkansas	173.0

* Does not include housing, farm, or physical plant facilities

TABLE III-5

PERCENT OF FACILITIES BY RATING OF CONDITION *

Institution	Condition				
	Excellent	Above Average	Average	Below Average	Poor
Arkansas State University	46.1	31.1	10.9	11.4	.5
Arkansas State University-Beebe	39.0	28.8	0.0	28.4	3.8
Arkansas Tech University	44.6	13.6	32.1	4.9	4.8
Henderson State University	36.9	15.3	34.2	9.7	3.9
Southern Arkansas University	37.9	37.4	5.4	9.5	9.8
University of Arkansas-Fayetteville	36.6	17.3	21.3	14.3	10.5
University of Arkansas at Little Rock	45.7	37.2	14.3	.3	2.5
University of Arkansas at Monticello	12.4	8.4	41.9	30.2	7.1
University of Arkansas at Pine Bluff	42.5	24.9	7.4	14.2	11.0
University of Central Arkansas	16.2	39.2	31.4	12.7	.5
TOTAL	36.7	24.1	20.6	12.4	6.2

* Does not include housing, farm, or physical plant facilities.

TABLE III-6

PERCENT OF FACILITES BY FUTURE SERVICE POTENTIAL*

Institution	Long Term Service With: Normal Maint.	Minor Repair	Major Repair	Ext. Renov.	Short Term Service With Phase Out
Arkansas State University	79.7	7.4	3.3	8.9	.7
Arkansas State University-Beebe	71.6	.5	0.0	21.5	6.4
Arkansas Tech University	63.5	29.8	0.0	6.7	0.0
Henderson State University	20.2	49.8	21.0	5.4	3.6
Southern Arkansas University	56.8	20.7	3.2	9.5	9.8
University of Arkansas-Fayetteville	50.1	16.4	21.2	5.6	6.7
University of Arkansas at Little Rock	66.7	28.1	2.4	0.0	2.8
University of Arkansas at Monticello	14.7	10.5	55.2	12.2	7.4
University of Arkansas at Pine Bluff	61.7	13.0	.9	21.0	3.4
University of Central Arkansas	37.9	34.2	17.1	10.3	.5
TOTAL	53.5	20.4	13.8	8.1	4.2

* Does not include housing, farm, or physical plant facilities.

excellent condition and 24.1 percent were in above average condition. Comparable figures for the University of Arkansas at Pine Bluff were 42.5 and 24.9 percent. At the low end of the scale 12.4 percent of all buildings were in below average condition and 6.2 percent were in poor condition. In Table III-6 the percent of facilities that will give long term service with normal maintenance is 53.5 for all institutions. The University of Arkansas at Pine Bluff exceeded this amount with 61.7 percent. A total of 20.4 percent of the buildings needed minor repairs, while the University of Arkansas at Pine Bluff had only 13 percent in this category. Although only 8.1 percent of all buildings needed extensive renovation, 21 percent of the buildings at the University of Arkansas at Pine Bluff had such needs. The University of Arkansas at Pine Bluff had 3.4 percent of buildings not suitable for renovation, while the state average was 4.2 percent. Table III-7 shows the percent of facilities in either excellent or above average condition at each institution and the percent of facilities suitable for long term service with only normal maintenance or minor repair. The state average at all institutions was 73.9 percent, while the percent at the University of Arkansas at Pine Bluff was 74.7 percent. At the time the study was conducted, the buildings at the University of Arkansas at Pine Bluff generally were either in the good condition categories or the lower extremes with very little in average condition. The University of Arkansas at Pine Bluff exceeded the state averages at both ends of the scale.

Since the study was completed, additional work has been done at the University of Arkansas at Pine Bluff which would change the ratings somewhat. The buildings included in the category unsuitable for major repair or renovation were three portable buildings consisting of only 709 square feet each, two trailers of 673 square feet each, and Rust Hall which was built in 1929 and consists of 13,260 square feet. In addition, Woodard Hall, consisting of 21,533 square feet, was rated as below average and in need of extensive renovation. The Hazzard Gymnasium includes 41,380 square feet and rated the same as Woodard Hall. Holderness Hall contains 12,430 square feet, and Caldwell Hall contains 29,042 square feet. Both buildings were rated as in poor condition but suitable for long term service with extensive renovation. The only other building rated in below average condition was the Infirmary.

The decision was recently made by the University of Arkansas Board of Trustees to demolish Rust Hall, and this work is underway. In addition, the Infirmary has been completely renovated at a cost of $91,224 and Holderness Hall is in the process of renovation for use as classrooms and faculty office space. This renovation was 73 percent complete as of June 21, 1977 at a contracted project cost of $320,842. Some re-roofing and minor renovation has also been done on Hazzard Gymnasium and

TABLE III-7

PERCENT OF FACILITIES IN EXCELLENT OR ABOVE AVERAGE CONDITION AND WHICH CAN BE OF LONG TERM SERVICE WITH NORMAL MAINTENANCE OR MINOR REPAIR *

	Percent of Facilities in Excellent or Above Average Condition	Percent of Facilities That Will Give Long Term Service With Normal Maintenance or Minor Repair
Arkansas State University	77.2	87.1
Arkansas State University-Beebe	67.8	72.1
Arkansas Tech University	58.2	93.3
Henderson State University	52.2	70.0
Southern Arkansas University	75.3	77.5
University of Arkansas -Fayetteville	53.9	66.5
University of Arkansas at Little Rock	82.9	94.8
University of Arkansas at Monticello	20.8	25.2
University of Arkansas at Pine Bluff	67.4	74.7
University of Central Arkansas	55.4	72.1
ALL INSTITUTIONS	60.8	73.9

* Does not include housing, farm, or physical plant facilities.

Caldwell Hall. When these projects are completed, 72.6 percent of the facilities at the University of Arkansas at Pine Bluff will be in excellent or above average condition and the percent in below average or poor condition will be reduced from 25.2 percent to 19.7 percent. The only buildings remaining that will not be suitable for renovation will be the three small portable buildings and the two trailers. Those still needing extensive renovation will be Caldwell Hall and Woodard Hall. Hazzard Gymnasium will likely be in average condition, but a new physical education building is a critical need at the institution. The existing building is across the street from the campus and no swimming pool is available at the institution. This is the only senior institution in the state with no swimming pool located on campus.

In planning for the 1977/79 biennium, officials at the University of Arkansas at Pine Bluff submitted a request for a physical education building consisting of more than 171,000 gross square feet and costing $9,000,000. The State Board of Higher Education and State Building Services did not feel that a facility of that magnitude and cost could be justified at an institution the size and scope of the University of Arkansas at Pine Bluff, and the sum of $3,500,000 was recommended by the State Board of Higher Education. The General Assembly appropriated amounts in the General Improvement Fund in "A," "B," and "C" categories during the 1977 legislative session.

All projects in "A" must be funded before "B" projects, etc. The sum of $5,750,000 was appropriated for a physical education facility at the University of Arkansas at Pine Bluff, but the funding was included in the "C" category. At the present time it appears that all "A" projects will be funded and a portion of the "B" category. It is possible that all of the "B" will be funded and a portion of the amount included in "C" some time during 1978, but further information will not be available until the level of general revenue collections becomes clear during the first six to eight months of 1978.

Based on the commitment of the state and the study conducted by State Building Services, it could be argued that the state has reached a level of general compliance on the condition of facilities at the University of Arkansas at Pine Bluff. There are three projects remaining, however, to which the state feels an obligation before maintaining that compliance has been reached absolutely. Those are a new physical education building of appropriate size and cost, renovation of Woodard Hall, and renovation of Caldwell Hall. With those three projects completed, the campus at the University of Arkansas at Pine Bluff would exceed the condition of any other public senior institution in the state. The state remains committed to the accomplishment of the three projects, but it will be noted in the attached tables that other campuses have critical problems with physical facilities that must receive attention. Due to the growth at the institution

in recent years, it is critical that additional space be provided at the University of Arkansas at Little Rock and buildings at several institutions are in need of repair and renovation. The most critical needs in this category exist at the University of Arkansas at Monticello where only 25.2 percent of the existing facilities are suitable for long term service with only normal maintenance or minor repair. More than half of the facilities at that institution are in need of major repair and another 12.2 percent require extensive renovation. A little over seven percent of the facilities, the second highest in the state, need to be phased out and removed from the campus. These problems must be addressed as the state plans for students enrolled at all of the public higher education institutions in the state.

1b) Background Analysis: Institutional Operations:

Expenditures from state funds at the four-year schools for the fiscal years 1972/73, 1973/74, 1974/75 and state funds received for 1975/76 and 1976/77 (Tables III-8 to III-12) show that the University of Arkansas at Pine Bluff has received higher amounts than Arkansas institutions of higher education comparable in size and breadth of offerings based on expenditures per full-time equivalent (FTE) student. The University of Arkansas at Pine Bluff's amount per FTE student has increased from $1,192 to $1,700, exceeded only by the University of Arkansas at Fayetteville with $1,731 per student.

It should be noted that the state funds available per full-time equivalent student for the University of Arkansas at Pine Bluff were reduced from the 1974/75 level in years 1975/76 and 1976/77. This is primarily the result of increased enrollment which permits the institution to operate more efficiently since some fixed costs are not required to increase in direct relation to the increase in student enrollment. In 1976/77, the state funds per FTE student for the University of Arkansas at Pine Bluff, an undergraduate institution, is higher than five other institutions which are offering graduate instruction.

In a letter dated August, 1975, addressed to Governor Pryor and signed by Mrs. Dorothy Stuck, Director of the Region VI Office for Civil Rights, several points were mentioned which needed attention under the commitment Arkansas made to desegregating public higher education. One of these items concerned inequitities in faculty salaries at the University of Arkansas at Pine Bluff. The Department of Higher Education conducted an analysis of the average salaries of faculty members at the University of Arkansas at Pine Bluff during the Fall of 1975 (the most recent data available) and compared them with institutions comparable in size and scope of programs. These

TABLE III-8

LEVEL OF PER FTE STUDENT EXPENDITURES FROM STATE FUNDS AT PUBLIC FOUR-YEAR UNIVERSITIES IN ARKANSAS
FISCAL YEAR 1972/73

Institution	Actual Expenditures	Actual FTE Enrollment	Expenditures Per FTE Student
Arkansas Tech University	$ 2,038,445	2,315	$ 880
Arkansas State University	6,167,530	6,406	963
Henderson State University	2,820,155	3,282	859
Southern Arkansas University	2,022,250	1,961	1,031
University of Central Arkansas	3,866,515	4,519	856
University of Arkansas-Fayetteville	13,689,569	11,137	1,229
University of Arkansas at Little Rock	2,785,765	3,938	707
University of Arkansas at Monticello	1,830,845	1,892	968
University of Arkansas at Pine Bluff	2,896,720	2,430	1,192

TABLE III-9

LEVEL OF PER FTE STUDENTS EXPENDITURES FROM STATE FUNDS AT PUBLIC FOUR-YEAR UNIVERSITIES IN ARKANSAS FISCAL YEAR 1973/74

Institution	Actual Expenditures	Actual FTE Enrollment	Expenditures Per FTE Student
Arkansas State University	$ 7,205,998	5,996	$ 1,201
Arkansas Tech University	2,345,069	2,109	1,111
Henderson State University	3,355,074	3,051	1,099
Southern Arkansas University	2,224,475	1,799	1,236
University of Arkansas at Fayetteville	16,785,877	10,592	1,584
University of Arkansas at Little Rock	4,009,529	4,353	921
University of Arkansas at Monticello	2,080,601	1,748	1,190
University of Arkansas at Pine Bluff	3,414,496	2,211	1,544
University of Central Arkansas	4,785,304	4,391	1,089

TABLE III-10

LEVEL OF PER FTE STUDENTS EXPENDITURES FROM STATE FUNDS AT PUBLIC FOUR-YEAR UNIVERSITIES IN ARKANSAS FISCAL YEAR 1974/75

Institution	Actual Expenditures *	Actual FTE Enrollment	Expenditures Per FTE Student
Arkansas State University	$ 8,198,512	6,166	$ 1,330
Arkansas Tech University	2,704,590	2,113	1,280
Henderson State University	3,815,972	3,129	1,220
Southern Arkansas University	2,428,550	1,740	1,396
University of Arkansas at Fayetteville	18,624,443	10,757	1,731
University of Arkansas at Little Rock	4,887,529	4,931	991
University of Arkansas at Monticello	2,330,921	1,660	1,404
University of Arkansas at Pine Bluff	3,870,603	2,276	1,700
University of Central Arkansas	5,339,825	4,501	1,186

* Does not include Special Session funds

TABLE III-11

LEVEL OF PER FTE STUDENT STATE FUNDS RECEIVED AT
PUBLIC FOUR-YEAR UNIVERSITIES IN ARKANSAS
FISCAL YEAR 1975/76

Institution	Funds Received	FTE	Funds Per Student
Arkansas State University	$ 9,152,372	6,493	$ 1,410
Arkansas Tech University	3,172,962	2,226	1,425
Henderson State University	4,165,289	3,305	1,260
Southern Arkansas University	2,573,711	1,894	1,359
University of Arkansas at Fayetteville	20,143,513	11,405	1,766
University of Arkansas at Little Rock	7,272,885	6,267	1,161
University of Arkansas at Monticello	2,607,484	1,727	1,510
University of Arkansas at Pine Bluff	4,508,119	2,849	1,582
University of Central Arkansas	5,921,815	2,787	1,237

TABLE III-12

LEVEL OF PER FTE STUDENT STATE FUNDS RECEIVED AT
PUBLIC FOUR-YEAR UNIVERSITIES IN ARKANSAS
FISCAL YEAR 1976/77

Institution	Funds Received	FTE	Funds Per Student
Arkansas State University	$ 10,812,994	6,411	$ 1,687
Arkansas Tech University	3,530,477	2,366	1,492
Henderson State University	4,732,208	3,023 *	1,565
Southern Arkansas University	2,848,383	1,913	1,489
University of Arkansas at Fayetteville	22,391,590	12,409	1,804
University of Arkansas at Little Rock	8,827,535	6,693	1,319
University of Arkansas at Monticello	2,927,224	1,748	1,675
University of Arkansas at Pine Bluff	5,016,049	3,125 *	1,605
University of Central Arkansas	6,830,027	4,995	1,367

* Estimated FTE Students (Actual summer school data not available).

institutions were: Arkansas Tech University, Southern Arkansas University, and the University of Arkansas at Monticello. Since the level of highest degrees held would have an impact on the level of salary, the analysis was done within each rank but also by the level of highest degree held.

Since there were inequities between the University of Arkansas at Pine Bluff and the average of the other three institutions when comparing faculty ranks and highest degrees held, the Department of Higher Education recommended to the Governor that funds to eliminate these inequities based on averages for the fall semester of 1975 be appropriated to the University of Arkansas at Pine Bluff during the 1976 Extended Session of the General Assembly. The sum recommended was $108,184 which was derived by calculating the differences between the University of Arkansas at Pine Bluff average salary in each category and the average of the other three institutions and allowing that difference for each faculty member in the category. It was further recommended by the Department of Higher Education that these funds be appropriated beginning with the 1976/77 fiscal year and that it be specified that they could be used for no other purpose than providing salary increases for existing faculty members. The funds could not be used for other operating expenses and could not be used to employ new or additional faculty members. With this one-time increase, the funds recommended by the Department for the operation of the University of Arkansas at Pine Bluff will be adequate to maintain comparable salary levels in future years if appropriate faculty/student ratios are maintained. Table III-13 shows average faculty salaries at the University of Arkansas at Pine Bluff before and after equalization.

During the late 1960's the Arkansas General Assembly provided for an alternate retirement plan for colleges and universities which would allow teaching and administrative employees to elect TIAA/CREF retirement coverage rather than state teacher retirement. The election decision was left up to employees at the institutions. All institutions except the University of Arkansas at Pine Bluff had some employees who elected the alternate retirement plan and employees at that institution have contended that adequate notice of the possibility for electing another plan was not provided them by institutional officials. Although it was virtually impossible to determine the absolute accuracy of this contention, it would appear most likely that it was accurate since none of the employees elected the alternate plan. It was later discovered that the acts which merged the University of Arkansas at Pine Bluff (formerly Arkansas A M & N College) and the University of Arkansas at Monticello (formerly Arkansas A & M College) with the University of Arkansas included wording which inadvertently prohibited employees from making any change in retirement systems at those two institutions at a later time.

TABLE III-13

AVERAGE FACULTY SALARIES AT UAPB AND COMPARABLE INSTITUTIONS BEFORE AND AFTER EQUALIZATION

Institution	Prof.		Assoc.		Asst.		Instr.	
	D	M	D	M	D	M	M	B
Before Equalization								
ATU/SAU/UAM	$16,146	$15,127	$14,752	$13,334	$13,186	$11,965	$10,554	$ 9,696
UAPB	15,383	14,278	14,494	12,492	12,644	10,828	9,676	9,357
Difference	$ -763	$ -849	$ -258	$ -842	$ -542	$-1,137	$ -878	$ -339
After Equalization								
ATU/SAU/UAM	$16,146	$15,127	$14,752	$13,334	$13,186	$11,965	$10,554	$ 9,696
UAPB	16,561	15,380	15,001	13,284	13,259	11,600	10,309	10,110
Difference	$ +415	$ +253	$ +249	$ -50	$ +73	$ -365	$ -245	$ +414
Change in Average at UAPB	$+1,178	$+1,102	$ +507	$ +792	$ +615	$ +772	$ +633	$ +753

During the 1975 session of the General Assembly, an Interim Committee on State Retirement Systems was established for the purpose of studying problems in all retirement systems included in state government. The problems of the Pine Bluff campus and the Monticello campus were placed before this committee as well as other problems and inequities that exist. The committee held several meetings and hearings and a retirement consultant was retained. The resulting legislation approved by the Arkansas General Assembly in extended session, January, 1976, is included as Appendix A. The general principle of the Act allowed employees another opportunity to elect the alternate retirement system and eliminate the inequities for the Universities of Arkansas at Pine Bluff and Monticello.

During the past two years, the State Board of Higher Education has recommended new instructional programs at the University of Arkansas at Pine Bluff in Nursing and Industrial Technology. At the time it was recommended by the Board, the Associate of Applied Science degree program in Industrial Technology was allocated $4,930 in 1975/76 and $5,163 in 1976/77 from new program funds. The bachelors degree program in Nursing was not allocated new program funds since $160,000 had been placed in the institutional appropriation during the 1975 session of the General Assembly for this purpose.

During the 1975/77 biennium, all funds appropriated to the colleges and universities did not become available due to insufficient general revenue collections and the funds the University of Arkansas at Pine Bluff had expected to spend for instructional equipment for these two programs were not available. Based on a visit to the campus during the late months of 1976, it was apparent that equipment for the two programs was very inadequate. It was also apparent in January of 1977 that all new program funds appropriated to the Department of Higher Education would not be spent. The President of the University of Arkansas and the Chancellor at the University of Arkansas at Pine Bluff were contacted and a list of needed equipment was developed. At the meeting of the State Board of Higher Education held on February 4, 1977, the sum of $60,000 was allocated to the University of Arkansas at Pine Bluff to purchase equipment for the Nursing program and $15,000 was allocated to purchase equipment for the Industrial Technology program. These allocations meant that $60,000 was available to the Nursing program and $20,163 to the Industrial Technology program during 1976/77 for the purchase of the instructional equipment.

1.c) Background Analysis: Student Financial Aid

The financial aid program at the University of Arkansas at Pine Bluff is a most important element for providing funds to all ethnic groups. The Pine

Bluff campus participates in all federal aid programs for which it qualifies. The Pine Bluff campus also has institutional scholarships, athletic scholarships, and music scholarships and participates in the State Scholarship Program. It is significant that financial aid is provided both black and white students at the institution. The total student financial aid for recent years at the public institutions is displayed on Table III-14.

1.d) Background Analysis: Programs

Since 1971, the Arkansas Department of Higher Education has completed three program reviews for higher education within the state. The aim of the reviews was to eliminate unnecessary duplication as a means of improving program quality. By authority of a legislative mandate, the Arkansas Department of Higher Education is currently engaged in an in-depth study of higher education within the state. The end result of the study will include a master plan for higher education in Arkansas. A major area under study involves program quality, duplication, and projection. The study, when completed in April, 1978, is expected to bring into sharper focus program needs and institutional roles.

Comparable information on certificates and degrees granted during 1975/76 is shown in Appendix B. Among the tables shown is a listing of all programs offered at each institution. Associate and baccalaureate degrees are presently offered by the University of Arkansas at Pine Bluff in the following areas:

Associate

Early Childhood Education
Law Enforcement and Corrections
Vocational Arts

Baccalaureate

Accounting
Agricultural Economics
Agricultural Education
Animal Science
Art
Biological Science
Biology
Business Administration
Business Education
Chemistry

Baccalaureate (Cont'd)

Child Development
Clothing & Textiles
Early Childhood Education
Economics
Educational Media
Elementary Education
English
French
History
Home Economics
Humanities
Industrial Arts
Institutional Dietetics
Instrumental Music (Emphasis)
Mathematics
Medical Technology
Nursing
Philosophy
Physical Science
Physics
Piano (Emphasis)
Plant & Soil Science
Political Science
Psychology
Social Science
Social Welfare
Sociology
Special Education-Mentally Retarded
Speech & Drama
Trade & Industrial Education
Vocal Music (Emphasis)

TABLE III-14

TOTAL STUDENT FINANCIAL AID IN
PUBLIC COLLEGES AND UNIVERSITIES IN ARKANSAS
1971/72, 1973/74, 1974/75, 1975/76 and 1976/77

Institution	1971/72	1973/74	1974/75	1975/76	1976/77
ASU	$1,114,159	$1,301,518	$2,448,260	$2,497,258	$3,007,125
ASU-B	12,130	14,388	83,056	150,525	190,789
ATU	658,867	432,376	536,172	756,232	1,011,597
EACC	*	*	47,190	400,711	393,937
GCCC	*	1,500	49,706	264,155	417,101
HSU	648,263	662,873	1,101,944	1,909,632	1,611,546
MCCC	*	*	*	44,296	165,102
NACC	*	*	8,688	171,442	259,146
PCCC	38,614	43,000	148,445	347,169	454,311
SAU	922,481	990,841	1,064,602	1,151,067	1,264,633
SAU - EL D	*	*	*	25,894	89,380
SWT	n/a	n/a	n/a	112,054	119,788
UAF	1,703,220	2,355,000	1,934,942	2,843,210	5,022,263
UALR	394,101	580,475	835,332	1,252,193	2,003,552
UAM	759,242	613,103	592,775	787,765	1,065,900
UAPB	1,397,990	1,033,575	1,832,041	2,549,098	3,153,826
UAMSC	n/a	n/a	253,686	1,600,964	2,365,957
UCA	669,477	818,976	1,202,732	1,802,791	2,399,997
WCC	94,000	93,000	217,000	328,149	689,692

*This institution was not in operation during the academic year

New program proposals are considered by the State Board of Higher Education during its regular January and July meetings. New program proposals submitted by institutions are reviewed and a final determination made by the Board on those two meeting dates. Final determination by the Board takes into consideration many variables including the new program's potential effect upon the state's effort to improve the status of desegregation and the affect the new program will have upon attracting students to the campus. Programs submitted by the University of Arkansas at Pine Bluff will be reviewed according to established procedures and criteria.

Following is a summary of those programs initiated on the Pine Bluff campus since July, 1974.

1) Nursing Degree Program

Pine Bluff is one of the larger metropolitan areas of the state and there has been interest for some time in the development of an instructional program for the training of nurses. During the 1975 session of the General Assembly, a total of $160,000 was added to the appropriation of the University of Arkansas at Pine Bluff to be used to engage in planning for the initiation of a nursing program. The nursing program was initiated during the 1976/77 academic year.

The projected first year cost for the program including a dean, associate dean, six faculty members, two secretaries, $10,000 in instructional equipment, $6,000 in library acquisitions, and other supplies and expenses is $204,811. With estimated increases in salaries of seven percent per year and additional faculty as projected, total costs for subsequent years would be approximately $320,000 for 1977/78, $380,000 for 1978/79 and $425,000 for 1979/80. In addition, $850,000 is projected for physical facilities for 1978/79. Income will be available, however, through both student fees and federally supported capitation grants. It is also anticipated that $600,000 of the $850,000 physical facility funding will come from federal grant sources. The total cost and income figures are estimated as follows:

	1976/77	1977/78	1978/79	1979/80
Total Cost	$204,811	$320,000	$1,230,000	$425,000
Student Fees	15,200	34,000	39,200	52,000
Capitation Grants	65,200	78,000	83,000	96,000
Facilities Grant	---	---	600,000	---
Net Cost	$124,411	$208,000	$ 507,000	$277,000

2) Bachelor of Science in Special Education

Field training is one of the most important aspects of the new degree program in special education. Through a cooperative agreement, students have the opportunity beginning in the sophomore year to participate in field experiences at the Jenkins Memorial Children's Center, a school for the mentally or physically handicapped in Pine Bluff.

Special education majors can choose to concentrate in one or more of the following areas: mental retardation, crippled or other health impaired, speech therapy, hearing impaired, and learning disabilities. Graduates in these fields are especially needed since the state has recently authorized funding for special education teachers in the public schools.

Through state and federal funds, the Department of Special Education has purchased some of the most modern equipment in the state for use as learning aids. A television studio with hook-ups to the Jenkins Center and the state educational network will soon be operative to enhance the program. To facilitate career involvement, a student chapter of the Council for Exceptional Children is active on campus.

3) Pre-Engineering

Students interested in an engineering career can get a start at the University of Arkansas at Pine Bluff. The two-year program in pre-engineering offers a quality basic engineering background that enables students to transfer to most engineering schools in the country. Besides a basic core curriculum, pre-engineering students are offered the same types of introductory engineering courses as students in full engineering schools, such as statics, dynamics, fluid mechanics, thermo-dynamics, computer programming for engineering and many others. The pre-engineering package includes 15-20 full tuition scholarships each year to qualified pre-engineering students.

4) Bachelor of Arts in Psychology

Formerly a minor, psychology is now a major field of study at the University of Arkansas at Pine Bluff leading to the Bachelor of Arts degree. General in nature, the program in psychology is designed primarily to provide pre-professional training for students who are interested in pursuing professional training above the baccalaureate level. The program is a part of the Division of Teacher Education and is closely aligned with the program in special education. The learning aids and television equipment of the special education department are equally useful to psychology majors who increasingly must be able to use highly technical equipment and materials.

5) Associate of Arts Degree in Industrial Technology

For much of its history, the University of Arkansas at Pine Bluff has offered collegiate and sub-collegiate programs in vocational areas. For those students who do not want a full four-year program but do want more than a vocational school curriculum, this two-year programs is now being offered. In addition to taking basic core curriculum courses, students may concentrate in one of the following nine areas: appliance service repair, auto body repair, auto mechanics, brickmasonry, carpentry, electronics, machine shop, needle trades, and welding. This degree, generally thought to be more beneficial than a vocational school certificate, provides an appropriate lead-in to a bachelor's degree program if the student later chooses.

6) Associate of Arts Degree in Corrections and Law Enforcement

The Associate of Arts degree in Corrections and Law Enforcement is a two-year program designed to assist law enforcement and corrections personnel in the development of professional expertise in the performance of their duties. Administered by the Department of Sociology and Anthropology, the program is highly relevant to the Pine Bluff community, near which are located four major state correctional institutions. Many of the students in this field are employees of law enforcement agencies and correctional institutions. In the program they take specialized courses in criminal justice, corrections, law enforcement techniques and human relations. The coursework applies toward a four-year bachelor's degree if the student wishes to continue.

7) Bachelor of Arts in Political Science

For many years, the University of Arkansas at Pine Bluff offered a strong minor in political science and graduated a number of students who went into government service or the legal profession. In 1975 a full program leading to the Bachelor of Arts degree in political science was implemented. It is, in essence, an expansion of existing offerings of the Department of History and Political Science. Now students majoring in political science can concentrate their studies in six subject areas: American government, constitutional law, public administration, political theories, comparative politics, and international relations and foreign policies. The need for such a degree program is obvious when one considers the small number of minority persons in careers related to political science.

8) Graduate Resident Center

The University of Arkansas established a graduate resident center at the University of Arkansas at Pine Bluff on July 1, 1976. The University of Arkansas has graduate centers located at various places in the state where

students may earn a maximum of 12 semester hours to apply toward a masters degree. In graduate resident centers, students may earn all the necessary courses to complete a degree without being in residence on the Fayetteville campus. The intent of this program is to expand the graduate center presently located in Pine Bluff into a graduate resident center. Other graduate resident centers are located in Little Rock and Monticello.

The Pine Bluff Graduate Resident Center will be limited to offering the Master of Education in specilizations which are available on the Fayetteville campus. Thses include elementary education, educational administration, counselor education, special education, secondary education, etc. The program will be operated on the campus of the University of Arkansas at Pine Bluff and the courses offered primarily in the evening during the academic year. During the summer term, courses will normally be offered during the day. The initial program will consist of approximately nine courses per semester and will be expanded based on demand within the community. The program will be under the jurisdiction of the Graduate School at the University of Arkansas and both students and faculty members will be required to meet all policies and procedures of the Graduate School. The program will operate as an off-campus arm of the University of Arkansas with general administration, financing, etc. the primary responsibility of the University of Arkansas. The program is under the jurisdiction of the graduate school of the University of Arkansas. The Director of Continuing Education at the University of Arkansas at Pine Bluff will be appointed as a local coordinator to assist with arrangements for classes and local publicity.

Personnel to staff the courses offered are drawn from three sources: College of Education faculty from Fayetteville or the Little Rock Graduate Center, University of Arkansas at Pine Bluff faculty, and local staff from Pine Bluff area public schools. In Educational Media, Educational Administration, Secondary Education, Counselor Education, and Physical Education there are faculty members at the University of Arkansas at Pine Bluff qualified to teach graduate courses. Others have been identified in local public schools and the Jenkins Memorial Center.

2.a) Commitments to Achieve Goals: Facilities

The State of Arkansas, by action of the State Board of Higher Education and the Board of Trustees of the University of Arkansas, is committed to providing facilities at the University of Arkansas at Pine Bluff which are comparable to those at predominately white institutions having similar missions. Specifically, this will involve the construction of a physical education facility that is appropraite in size and cost with institutional enrollment and mission and the completion of major renovations of Woodard and Caldwell Halls.

3.a) Timetable: Facilities

November 1978 - Total facility cost and source of funding for the physical education facility will be determined and presented by the State Board of Higher Education to the Legislative Council of the of the Arkansas General Assembly.

January 1979 - Recommendations on total facility cost, source of funding for construction and renovations will be presented by the Legislative Council to the Arkansas General Assembly.

May 1979

The higher education appropriations acts will have been adopted by the General Assembly by May, 1979. If an appropriation for a physical education facility at the University of Arkansas at Pine Bluff has been made, the State Board of Higher Education will give high priority to this project from available higher education construction funds.

November 1980 - Renovation projects will be recommended by the State Board of Higher Education to the Legislative Council. Follow-up on these projects will be the same as for the physical education facility.

2.b) Commitment to Achieve Goal: Institutional Operations

The State of Arkansas, by action of the Board of Trustees of the University of Arkansas and the State Board of Higher Education is committed to providing the University of Arkansas at Pine Bluff during the 1979/81 and 1981/83 biennial periods with operating appropriations from state funds according to the full time equivalent student ratio and comparable to other Arkansas institutions of higher education of similar size and breadth of offerings. Further, the State of Arkansas is committed to giving high priority consideration to special needs of the University of Arkansas at Pine Bluff consistent with the fulfillment of its mission.

3. b) Timetable: Institutional Operations

May 1978 and May 1980 - Administrative officers of the University of Arkansas at Pine Bluff in consultation with administrative officers of the University of Arkansas System present budget recommendations and appropriation needs for the Pine Bluff campus to the University of Arkansas Board of Trustees.

June 1978 and June 1980 - Budget and appropriation recommendations from all state-supported institutions of higher education, including recommendations from the University of Arkansas Board of Trustees for the Pine Bluff campus, are received by the Arkansas Department of Higher Education. The staff of the Department of Higher Education will begin the process of reviewing, evaluating, and establishing priorities for all appropriation requests. The Department of Higher Education will complete a careful study and analysis of the needs of the Pine Bluff campus.

September 1978 and September 1980 - To facilitate public community input, the Department of Higher Education will conduct public hearings on appropriation requests for all state-supported institutions of higher education, including the Pine Bluff campus, resulting from the Department of Higher Education's review and evaluation of requests submitted.

October 1978 and October 1980 - The Department of Higher Education will submit appropriation recommendations for all state-supported institutions of higher education, including the Pine Bluff campus, to the Arkansas State Board of Higher Education for consideration.

November 1978 and November 1980 - The Arkansas State Board of Higher Education will submit its budget and appropriation recommendations for all state-supported institutions of higher education, including the Pine Bluff campus, to the Legislative Council of the Arkansas General Assembly.

December 1978 and December 1980 - The Arkansas State Board of Higher Education will complete and forward to the Legislative Council any revisions in the appropriation requests for state-supported institutions of higher education based on current unanticipated shifts in students enrollment.

January 1979 and January 1981 - Budget and appropriation recommendations for state-supported institutions of higher education, including the Pine Bluff campus, will be submitted by the Legislative Council to the Arkansas General Assembly.

2. c) Commitment to Achieve Goal: Student Aid

The State of Arkansas, by action of the Arkansas State Board of Higher Education, and the Board of Trustees of the University of Arkansas is committed to maintaining a level of funds from state appropriations available for student financial aid for the University of Arkansas at Pine Bluff that is comparable in total dollar amounts to such appropriations for Arkansas institutions comparable in student enrollment.

3. c) Timetable: Student Aid

June 1978 and June 1980 - The Department of Higher Education will monitor and review budget and appropriation requests from the University of Arkansas at Pine Bluff with the intent of recommending a level of financial aid funding to meet the needs of students enrolled at the Pine Bluff campus.

October 1978 and October 1980 - The Department of Higher Education will make recommendations for financial aid availability for the University of Arkansas at Pine Bluff to the State Board of Higher Education.

November 1978 and November 1980 - The State Board of Higher Education will submit to the Legislative Council of the Arkansas General Assembly recommendations for financial aid funds for the University of Arkansas at Pine Bluff at a level no less than the total dollar amount of state funds awarded on the Pine Bluff campus during the 1976/77 academic year with increases in total amounts generated by the increase in campus enrollment.

January 1978 and January 1980 - The Legislative Council will submit to the Arkansas General Assembly recommendations for financial aid appropriations for the University of Arkansas at Pine Bluff.

2. d) Commitment to Achieve Goal: Programs

The State of Arkansas, by action of the Arkansas State Board of Higher Education and the Arkansas Postsecondary Commission, is committed to the completion of the study "Directions for Postsecondary Education in Arkansas," resulting in a master plan for higher education statewide projected to the year 1990. The completed study will analyze and determine the role, scope, and mission of all postsecondary institutions in the state. Particular attention will be given to the Pine Bluff campus of the University of Arkansas in terms of determining its viability within the state system of higher education. Desegregation impact studies will continue to be a part of State Board of Higher Education recommendations on institutional programs at all institutions.

3. d) Timetable: Programs

April 1978 - Completion of study "Directions for Postsecondary Education in Arkansas" by the Arkansas State Board of Higher Education and the Postsecondary Commission. Steps to be taken to strengthen the role of the Pine Bluff campus within the state system of higher education will be determined.

June 1978 - Completion of review of the study with University of Arkansas officials including representatives from the Pine Bluff campus.

July 1978 - Submission to the Office for Civil Rights an outline of projected approaches designed to strengthen the role of the Pine Bluff campus.

September 1978 - Implementation of design.

C. Commit the state to take specific steps to eliminate educationally unnecessary program duplication among traditionally black and traditionally white institutions in the same service area.

1) Background Analysis

At the four-year institutions, the 90 percent drawing area 1/ consists of a low of two counties at the University of Arkansas at Little Rock to a high of 38 counties at the University of Arkansas-Fayetteville. The number of counties in the drawing area of each institution is as follows:

Institution	No. of Counties in Drawing Area
Arkansas State University	20
Arkansas Tech University	20
Henderson State University	25
Southern Arkansas University	12
University of Arkansas-Fayetteville	38
University of Arkansas at Little Rock	2
University of Arkansas at Monticello	16
University of Arkansas at Pine Bluff	15
University of Central Arkansas	37

Due to a larger population, two counties appear in the drawing area of each of the institutions. These counties are Pulaski (contains Little Rock) and Jefferson (includes Pine Bluff). Since they are in each drawing area, it does not seem appropriate to include them when considering duplication or overlap of drawing areas. Aside from these two counties, it will be noted in the maps in Appendix D that there is a degree of overlap of drawing area

1/ The 90 percent drawing area is defined as the counties from which 90 percent of the in-state students are drawn.

among the various institutions as would be expected. In each case, however, the institutions tend to serve a geographic area of the state basically surrounding the county where the institution is located. The lone exception is the University of Arkansas-Fayetteville which draws from counties throughout the state in a checkerboard fashion.

If the two large counties that appear in each drawing area are eliminated, the following percent of overlap in drawing areas exists between each indicated institution and the University of Arkansas at Pine Bluff:

Institution	Percent of Overlap With UAPB
Arkansas State University	25
Arkansas Tech University	0
Henderson State University	32
Southern Arkansas University	25
University of Arkansas-Fayetteville	26
University of Arkansas at Little Rock	0
University of Arkansas at Monticello	50
University of Central Arkansas	27

It will be noted that the only institution with significant overlap in drawing area with the University of Arkansas at Pine Bluff is the University of Arkansas at Monticello. Each institution includes the home county of the other in the drawing area and both tend to concentrate in the same general area with 50 percent overlap.

During 1975/76, the following number of instructional programs were offered at the University of Arkansas at Monticello and the University of Arkansas at Pine Bluff:

	UAM	UAPB
Cert. and Associate	3	4
Baccalaureate	32	36
Total	35	40

At the certificate and associate degree levels, the University of Arkansas at Monticello offered programs in nursing, office administration, and quantitative controls and management. The University of Arkansas at Pine Bluff offered programs in vocational arts, industrial technology, law enforcement, and early childhood education. Obviously, there was no duplication of offerings at this level. At the baccalaureate degree level, the same programs were offered by both institutions in the following areas:

Economics
English
Foreign Language
History
Political Science
Psychology
Social Science
Speech
Biology
Chemistry
Mathematics
Art
Music
Elementary Education
Industrial Education
Physical Education
Accounting
Business Education
Agriculture

This list of programs would generally be expected at any four-year institution and could not be considered unnecessarily duplicative with the possible exceptions of industrial education or agriculture. As of July 1, 1977, the University of Arkansas at Monticello eliminated the industrial education program so no further duplication would exist in this area. The agriculture program at the University of Arkansas at Monticello is a general program which must be combined with another field in the liberal arts or sciences. Students frequently combine agriculture with management and find jobs upon graduation in agriculture related fields such as chemical firms, etc. The program at the University of Arkansas at Pine Bluff has been operating for many years in response to the land-grant role of the institution. The programs at the University of Arkansas at Pine Bluff follow the more traditional agriculture education programs including specializations in agricultural economics, agricultural education, agronomy, horticulture, and poultry science. The graduates of the program at the University of Arkansas at Monticello would not be qualified to assume positions as vocational agriculture teachers, county agents, etc. while those graduating from the University of Arkansas at Pine Bluff would be eligible to assume such positions.

In addition to the programs that are offered by both institutions, there are fields where each institution has assumed a unique role. Programs offered by one or the other of the institutions but not both are as follows:

UAM	UAPB
Earth Science	Sociology
General Science	Biological Science
Physics	Physical Science
General Business	Recreation
Industrial Management	Special Education
Office Administration	Business Administration
Secretarial Training	Child Development & Fam. Rel.
Medical Technology	Clothing and Textiles
Fisheries and Wildlife Management	General Home Economics
Forestry	Institutional Dietetics
	Nursing

As a result of this analysis, it can be seen that the University of Arkansas at Pine Bluff and the University of Arkansas at Monticello do offer some of the same instructional programs. With the exception of agriculture, however, the programs offered by both institutions would be expected at most four-year institutions and would not be considered unnecessarily duplicative. Both institutions are located in geographic areas which are highly oriented to agricultural production but the programs in agriculture offered are quite different in their nature. Due to these differences in nature, the agricultural offerings at the two institutions would be duplicative in only minimal respects and could hardly be considered duplicative as instructional programs. In addition, both offer programs unique to only one of the institutions.

The general conclusion from the analysis is that no unnecessary or excessive duplication of programs now exists between the University of Arkansas at Pine Bluff and the University of Arkansas at Monticello, the only other four-year institution with significant overlap in the geographic area of the state served.

2) Commitment to Achieve Goal

The State of Arkansas, through the State Board of Higher Education , is committed to assuring that educationally unnecessary program duplication among traditionally black and traditionally white institutions serving the same service area does not develop. Studies of program duplication at all institutions will be conducted on a regular and systematic basis. In addition, desegregation impact studies on all new instructional program requests will continue to be a part of the review process. Any developments which create unnecessary duplication will not be permitted.

D. Commit the state to give priority consideration to placing any new undergraduate, graduate, or professional degree programs, courses of study, etc., which may be proposed, at traditionally black institutions, consistent with their missions.

1) Background Analysis

The State Board of Higher Education has been including a desegregation impact analysis in the evaluation of new program proposals. The desegregation impact analysis includes several pieces of information including expected racial composition of expected students and faculty, the programs potential impact on desegregation at the institution involved and at other institutions, and the field (s) of employment involved. Coupled with the completion of the new role and scope study expected by April of 1978, the program review process will continue to provide the mechanism for fulfilling the commitment to give priority consideration to program placement.

2) Commitment to Achieve Goal

The State of Arkansas, through the State Board of Higher Education, is committed to giving priority consideration to placing proposed new undergraduate, graduate, or professional degree programs, courses of study, etc., at the traditionally black institution consistent with its mission.

3) Timetable

The new role and scope study entitled, "New Directions for Arkansas Postsecondary Education, 1977", is expected in April 1978.

E. Commit the state to withhold approval of any changes in the operation of the state system or of any institutions that may have the effect of thwarting the achievement of its desegregation goals.

1) Background Analysis

As previously mentioned, the desegregation impact statement required in new program proposals and the new role and scope study provide mechanisms for withholding favorable recommendations on changes that might thwart achievement of desegregation goals. Cooperation of both the institutional Boards of Trustees and the State Board of Higher Education will be necessary since State Board powers are to "recommend" but not to "approve" new programs.

2) Commitment to Achieve Goal

The State of Arkansas, through the State Board of Higher Education and the institutional Boards of Trustees, is committed to withhold approval of any changes in the operations of the state system or of any institutions that may have the effect of thwarting the achievement of its desegregation goals.

F. Commit the state to advise OCR of proposed major changes in the mission or the character of any institution within the state system which may directly or indirectly affect the achievement of its desegregation goals prior to their formal adoption.

1) Background Analysis

Changes in mission of an institution require action of the State Board of Higher Education and major changes in programs or organization require the recommendation of the State Board of Higher Education. Notification to OCR of changes which might affect the achievement of its desegregation goals can come from these processes.

2) Commitment to Achieve Goal

The State of Arkansas, through the State Board of Higher Education, is committed to advise OCR of proposed major changes in the mission or the character of any institution within the state system which may directly or indirectly affect the achievement of its desegregation goals prior to their formal adoption.

3) Timetable

Upon approval of this plan the staff of the Department of Higher Education will begin notifications under the above commitment.

IV. DESEGREGATION OF STUDENT ENROLLMENT

One of the primary considerations in developing a desegregated system of higher education in a state is that of enrollment patterns as related to race. This was of major significance in the Office for Civil Rights determining initially that Arkansas was one of ten states which was operating a dual system of higher education. Considerable effort to recruit minority students to traditionally white institutions and otherwise expand the opportunity for black students to attend any institution in the state has been exerted in recent years. As evidence by available statistical information, there has been a measurable improvement in this area although it is recognized that additional improvement is necessary. This section of the plan responds specifically to enrollment considerations as included in the guidelines developed by the U.S. Department of Health, Education, and Welfare.

A. Adopt the goal that for two-year and four-year undergraduate public higher education institutions in the state system, taken as a whole, the proportion of black high school graduates throughout the state who enter such institutions shall be at least equal to the proportion of white high school graduates throughout the state who enter such institutions.

1.a) Background Analysis

For some time the State of Arkansas has been committed to providing for each of its citizens further opportunities to fulfill individual potentials through equal high quality postsecondary education. Every attempt has been made to assure that these opportunities are not limited by demographic, economic, and geographic factors such as sex, race, color, national origin, religion, economic circumstance, richness of educational background, or area of residence within the state. Special development programs have been initiated to assist students with inadequate academic preparation for college level courses and admissions policies have attempted to provide all students the opportunity to enroll in and succeed in their college work.

It will be noted by Table IV-1 that 21.9 percent of the students enrolled in the twelfth grade in high school during the 1975/76 academic year was black. During the next academic year, 20.8 percent of the first time enrollment in the postsecondary education institutions was black. This comparison shows that there was no significant difference in the proportion of black students enrolled in the final grade in high school and the proportion that enrolled in postsecondary institutions the following year when all types of institutions are considered on a statewide basis.

TABLE IV-1

TWELFTH GRADE ENROLLMENT BY RACE DURING THE 1975/76 ACADEMIC YEAR AND 1976/77 FIRST TIME POSTSECONDARY EDUCATION ENROLLMENT BY RACE IN ARKANSAS INSTITUTIONS

Educational Level	Enrollment			Percent White Enrollment	Percent Black Enrollment
	White	Black	Total		
Twelfth Grade Enrollment in 1975/76 1/	21,651	6,069	27,720	78.1	21.9
First Time Postsecondary Enrollment in 1976/77 2/	11,491	3,024	14,515	79.2	20.8

1/ Title I ESEA Program Data
2/ 2000 OCR B-1 and HEGIS 2300.2.3

2) Commitment to Achieve Goal

Current information reveals no significant disparity between the proportion of white high school seniors throughout the state who enter public postsecondary education and the proportion of black high school seniors throughout the state who enter such institutions. The state will continue to obtain data and, should disparities develop, implement corrective measures.

3) Timetable

Beginning in the Summer of 1978, and every Summer thereafter, racial proportion data will be obtained on high school seniors. Beginning in October, 1978, and in every October thereafter, racial proportion data will be obtained on public postsecondary first-time enrollments. In November, 1978, and in every November thereafter, racial proportions will be analyzed. In January, 1979, and in every January thereafter, for the life of the plan, proportions will be reported and, should disparities develop, a plan detailing corrective measures will be submitted to the Office for Civil Rights.

B. (1) Adopt the goal that there shall be an annual increase, to be specified by each state system, in the proportion of black students in the traditionally white four-year undergraduate public higher education institutions in the state system taken as a whole and in each such institution; and (2) adopt the objective of reducing the disparity between the proportion of black high school graduates and the proportion of white high school graduates entering traditionally white four-year and upper division undergraduate public higher education institutions on the state system; and (3) adopt the goal of reducing the current disparity by at least fifty percent by the academic year 1982/83. However, this shall not require any state to increase by that date black student admissions by more than 150% above the admissions for the academic year of 1976/77.

1. B) Background Analysis

During the past three years, the black enrollment at all higher education institutions in Arkansas has increased by approximately four percent. Table IV-2 shows the number of black students, the number of white students, and the percent of black students enrolled in all institutions during the academic years of 1974/75, 1975/76, and 1976/77.

TABLE IV-2

ENROLLMENT BY RACE AT ALL PUBLIC HIGHER EDUCATION INSTITUTIONS IN ARKANSAS

Total Enrollment, 1974/75*			Total Enrollment, 1975/76*			Undergraduate Enr, 1976/77		
Black	Other	% Black	Black	Other	% Black	Black	Other	% Black
5,936	40,528	12.8	7,833	46,381	14.4	8,610	43,090	16.7

* Undergraduate enrollment only was not available in 1974/75 and 1975/76

During 1976/77, 16.7 percent of the enrollment at all higher education institutions was black and this had increased from 12.8 percent in 1974/75. Since reliable figures for undergraduate enrollment only were not available for 1974/75 and 1975/76, the growth in the number of black undergraduate students actually exceeds that which is implied in the table. The elimination of graduate students in the 1974/75 and 1975/76 data would likely reduce the percentage of black students slightly since a larger proportion of the graduate enrollment would probably be white. This difference for 1976/77 varied only slightly and would be expected to hold true for the other two years.

Table IV-3 shows the percent of black students in the total enrollment at each of the public higher education institutions in Arkansas for the years 1973/74 through 1976/77. Although there are differences in the rate of increase, it will be noted that almost all institutions show a general pattern of growth during the years represented. The difference in the actual percentage during 1976/77 at the different institutions responds primarily to the locations of the institutions and the presence of black population in the regions they generally serve.

Although there has been a history of growth in both the percentage and actual number of black students enrolled in public higher education institutions, further analysis of available information reveals that there is a disparity in the percent of black high school seniors and the percent of black students represented in first time enrollments at the traditionally white four-year institutions.

TABLE IV-3

PERCENT OF BLACK ENROLLMENT
IN ARKANSAS COLLEGES AND UNIVERSITIES
1973/74 - 1976/77

Institution	Academic Year **			
	1973/74	1974/75	1975/76	1976/77
Arkansas State University	5.7	7.0	8.7	9.0
Arkansas State University-Beebe	3.0	2.7	4.4	3.7
Arkansas Tech University	3.0	3.1	3.7	3.8
East Arkansas Community College	*	42.0	39.8	40.4
Garland County Community College	8.8	4.6	6.2	10.8
Henderson State University	15.0	18.9	26.1	30.3
Mississippi County Community College	*	*	12.4	19.8
North Arkansas Community College	*	0.0	0.0	0.0
Phillips County Community College	36.0	34.5	36.0	37.7
Southern Arkansas University	15.7	15.0	16.8	20.4
Southern Arkansas Univ.-El Dorado Branch	*	*	25.0	28.6
Southwest Technical Institute-SAU	n/a	n/a	24.1	17.3
University of Arkansas-Fayetteville	3.5	2.6	3.0	3.5
University of Arkansas at Little Rock	10.1	10.6	15.7	16.0
University of Arkansas at Monticello	13.0	12.9	13.0	15.3
University of Arkansas at Pine Bluff	93.9	90.0	85.8	85.5
Univ. of Ark. Medical Sciences Campus	n/a	.1	2.9	4.9
University of Central Arkansas	8.1	8.0	8.7	10.6
Westark Community College	4.1	5.0	5.3	5.0

* Institution not in operation during this year.

** Includes total enrollment for 1973/74, 1974/75, and 1975/76. Includes undergraduate enrollment for 1976/77.

TABLE IV-4

TWELFTH GRADE ENROLLMENT BY RACE DURING THE 1975/76 ACADEMIC YEAR AND 1976/77 UNDERGRADUATE ENROLLMENT IN TRADITIONALLY WHITE FOUR-YEAR PUBLIC INSTITUTIONS BY RACE

Educational Level	Enrollment			Percent White Enrollment	Percent Black Enrollment
	White	Black	Total		
Twelfth Grade Enrollment in 1975/76 1/	21,651	6,069	27,720	78.1	21.9
Undergraduate Enrollment in Traditionally White Four-Year Public Institutions in 1976/77 2/	33,754	4,258	38,012	88.8	11.2

1/ Title I Program Data
2/ 2000 OCR B-1 and HEGIS 2300.2.3

Table IV-4 shows that the percent of high school seniors that were black in 1975/76 was 21.9 percent while only 11.2 percent of the first time enrollment at the predominately white institutions was black during the 1976/77 academic year. This means that, although there is no significant difference in the percentages of black students and those of other races who continue to enroll in college, there is an underrepresentation in the predominately white four-year institutions taken as a group.

2. Commitment to Achieve Goal

Background analysis and current data reveal a disparity between the proportion of white to black twelfth grade enrollment and the proportion of white to black undergraduate enrollment in traditionally white four-year public institutions in the state. Therefore, the State of Arkansas will (1) increase annually the proportion of black to white undergraduate enrollment in traditionally white four-year public institutions in the state until it has (2) reduced the current disparity between the proportions of black high school graduates and the proportion of white high school graduates entering the traditionally white four-year public institutions in the state. The current disparity will be reduced by fifty (50) percent by the academic year 1982/83. This means that a black enrollment of 16 percent of the total student enrollment at traditionally white four-year public institutions will be established as a goal for the 1982/83 academic year with an interim goal for 1979/80 of 13 percent.

In order to eliminate a disparity of statewide enrollment proportions, each institution should seek to increase the proportion of its black to white undergraduate student enrollment consistent with the black to white proportion of available postsecondary aged students within its ninety percent service area. 1/

Table IV-5 shows the ranges for each institution which will be used by the Department of Higher Education in the monitoring process. These ranges were determined by calculating the proportion of college age students in the regions from which ninety percent of the in-state students are drawn by each institution. These proportions were weighted in each case by the total enrollment traditionally drawn from this area. The end result will be the attainment of the statewide goal of 16 percent and the ranges for each institution will serve as guidance for the institutions and as a monitoring device for the Department of Higher Education.

1/ Ninety percent area is defined as those counties in which ninety percent of in-state students reside.

3. Timetable

In October, 1977, and in every October thereafter during the life of the plan, the Department of Higher Education will collect and evaluate enrollment data from all public postsecondary institutions. Analysis of these data will determine the progress of the state and its public postsecondary institutions in meeting the goals set above.

In November, 1977, the Department of Higher Education will begin a comprehensive review and evaluation of student recruitment, financial aids available, counseling and compensatory instruction capabilities and procedures of institutions in the state.

In December, 1977, and thereafter when necessary and appropriate, the Department of Higher Education will provide to state institutions alternative approaches to maximizing each institution's effectiveness in student recruitment, financial aids, counseling and compensatory instruction capabilities.

C. Adopt the goal that the proportion of black state residents who graduate from undergraduate institutions in the state system and enter graduate study or professional schools in the state system shall be at least equal to the proportion of white state residents who graduate from undergraduate institutions in the state system and enter such schools.

1) Background Analysis

The State of Arkansas has seven institutions that offer graduate degree programs although the doctorate is offered only at the University of Arkansas-Fayetteville and the University of Arkansas Medical Sciences Campus. The University of Arkansas at Fayetteville and the University of Arkansas at Little Rock offer professional degrees in Law and the Medical Sciences Campus offers professional degrees in medicine and pharmacy.*

In 1976, the proportion of black state residents graduating from undergraduate programs at the nine public institutions in the state was 11.0%. In that same year, the proportion of black students entering graduate and professional programs in seven of those same institutions was 6.7% as detailed in Tables IV-5 and IV-6. For professional schools of law and medicine, the disparities in proportions of white to black enrollments are above the average of all graduate and professional programs. Reduction of the disparities in the law and medical schools will be viewed separately even though the same reduction of one percentage point per year for each will require greater degrees of improvement.

* See Appendix F for details of the Medical Sciences Campus.

TABLE IV-5

NINETY PERCENT SERVICE AREA WEIGHTED PROPORTION OF POTENTIAL BLACK ENROLLMENT BY INSTITUTION

Institution	Actual 1976/77 Proportion	1982/83 Goal Range
Arkansas State University	9.4	11-16
Arkansas State University-Beebe	3.7	9-14
Arkansas Tech University	3.8	4-6
East Arkansas Community College	40.4	34-52
Garland County Community College	10.8	9-14
Henderson State University	30.3	17-25
Mississippi County Community College	19.8	19-29
North Arkansas Community College	0.0	0-0
Phillips County Community College	37.7	42-62
Southern Arkansas University	20.4	26-39
Southern Arkansas University-El Dorado	28.6	24-37
Southwest Technical Institute - SAU	17.3	28-41
University of Arkansas-Fayetteville	3.5	9-13
University of Arkansas at Little Rock	16.0	17-25
University of Arkansas at Monticello	15.3	26-39
University of Central Arkansas	10.6	13-19
Westark Community College	5.0	4-6

TABLE IV-6

ENROLLMENT OF GRADUATE AND PROFESSIONALS

Field of Study	Blacks 1976	Percent Blacks	White 1976	Percent White
Agri. and Nat. Resources	4	2.4%	162	97.6%
Arch. & Envirn. Des.	0	0.0%	0	0.0%
Biological Sciences	6	2.4%	241	97.6%
Business and Management	14	3.5%	386	96.5%
Engineering	0	0.0%	101	100.0%
Physical Sciences	3	2.3%	129	97.7%
All Others	322	8.6%	3403	91.4%
Law	40	4.7%	810	95.3%
Medicine	19	3.9%	464	96.7%
Totals	408	6.68%	5696	93.3%

Source: OE 23002.3 , Fall, 1976.

TABLE IV-7

BACCALAUREATE DEGREES GRANTED BY RACE, TYPE OF INSTITUTION, AND MAJOR FIELD
ARKANSAS PUBLIC FOUR-YEAR HIGHER EDUCATION INSTITUTIONS
1975/76

Field of Study	UAPB		Other Four-Year		All Institutions	
	Degrees Granted	Percent Black	Degrees Granted	Percent Black	Degrees Granted	Percent Black
Agri. & Nat. Res.	15	93.3	209	1.0	224	7.1
Arch. & Env. Des.	-	-	25	0.0	25	0.0
Biol. Sciences	18	94.4	259	5.4	277	11.2
Bus. & Management	53	98.1	925	5.3	978	10.3
Communications	-	-	121	7.4	121	7.4
Computer & Inf. Sci.	-	-	13	0.0	13	0.0
Education	101	85.2	1,505	7.4	1,606	12.3
Engineering	-	-	180	3.9	180	3.9
Fine & Applied Arts	1	100.0	130	7.7	131	8.4
Foreign Languages	-	-	27	0.0	27	0.0
Health Professions	-	-	259	5.4	259	5.4
Home Economics	21	95.2	95	6.3	116	22.4
Letters	12	91.7	264	9.1	276	12.7
Mathematics	7	85.7	76	1.3	83	8.4
Physical Sciences	3	33.3	154	4.5	157	5.1
Psychology	-	-	189	6.9	189	6.9
Pub. Affairs & Serv.	27	88.9	123	13.8	150	27.3
Social Sciences	40	92.5	574	8.4	614	13.8
Interdisc. Studies	-	-	5	20.0	5	20.0
All Fields of Study	298	90.3	5,130	6.3	5,428	10.9

2. Commitment to Achieve Goal

The state of Arkansas will have reduced the disparity between the proportions of black and white students enrolled in graduate and professional schools in the state system to parity by 1981/82. Further, the current 4.3% disparity between black and white graduates and enrollments in graduate and professional schools will have been reduced by approximately twenty-five per cent per year for the next four years. Thus, each year will expect a reduction of roughly one percentage point of the total 4.3% disparity. The reduction of one percentage point per year will be separate goals for the schools of law and medicine even though for these schools this will be a greater degree of improvement.

3. Timetable

The Arkansas Department of Higher Education will review, evaluate, and report enrollment data from each institution offering graduate and professional programs. The Department will also assess and report progress made by each institution in the accomplishing of its parity goal.

In October, 1977, and in each October during the life of the plan, the Department of Higher Education will review and evaluate student recruitment, financial aids, and counseling at public institutions offering graduate and professional programs.

Beginning in December, 1977, and whenever deemed appropriate, the Department of Higher Education will also provide institutions offering graduate and professional programs alternative approaches for maximizing the impact of student recruitment, financial aids, and counseling. Finally, the Department will monitor each institution's implementation of such procedures.

D. Adopt the goal of increasing the total proportion of white students attending traditionally black institutions.

1. Background Analysis

Significant efforts have been made to increase the white enrollment at the University of Arkansas at Pine Bluff. In the Fall of 1969, only ten white students were enrolled at the institution and by 1971 this had increased to 45 white students. Numbers of white students for the years 1973, 1974, 1975, and 1976, respectively are: 127, 185, 362, and 443.

2. Commitment to Achieve Goal

Although, the University of Arkansas at Pine Bluff intends to continually increase its number of white students, according to Health, Education and Welfare guidelines there should not be goals established for the predominately black institution at this time. If required, this will be done after 1979.

3. Timetable

This section is not appropriate since a goal has not been established.

E. Commit the state to take all reasonable steps to reduce any disparity between the proportion of black and white students completing and graduating from the two-year, four-year and graduate public institutions of higher education, and establish interim goals, to be specified by the state system, for achieving annual progress.

1. Background Analysis

Current and complete data are not available for detailed analysis of the current disparity between the proportion of black and white students completing and graduating from the two-year, four-year and graduate public institutions of higher education. Such data as exists indicate that graduates are in better proportion to enrollment at the two-year institutions, less proportionate at the four-year level and even less proportionate at the graduate and professional level.

2. Commitment to Achieve Goal

Through the efforts of the Department of Higher Education and the individual institutions. the state will take all reasonable steps to reduce any disparity between the proportion of black and white students completing and graduating from the two-year, four-year and graduate public institutions of higher education, and establish interim goals, if deemed necessary, for achieving annual progress.

3. Timetable

September, 1978. Completion of analysis of the enrollment, graduates and enrollment/graduate ratios at the two-year, four-year and graduate public institutions of higher education so as to show what disparities exist in the two-year, four-year, graduate and professional programs.

December , 1978 Commitment of the individual public institutions of higher education to reduce any disparity between the proportion of black and white students completing and graduating from the two, four, and graduate public

institutions and set interim goals and reduce such disparity by 1981/82.

F. Commit the state to expand mobility between two-year and four-year institutions as a means of meeting the goals set forth in these criteria.

1. Background Analysis

There are nine two-year institutions or branches which are state-supported in Arkansas. All of these except the Beebe Branch of Arkansas State University have been created since 1965. The Beebe Branch serves primarily as a transfer institution offering the first years of the typical college or university curriculum.

Westark Community College and Phillips County Community College were created in 1965. The four other community colleges have been created since 1973. All six of these institutions offer the first two years of college transfer work, community service courses, adult education, vocational/technical courses, and generally serve as a community center for the counties which compose their districts. Each community college is supported through a local tax base from the one county which composes its district. Much of the work of these institutions is intended to be the nature that prepares students for specific occupations.

The Southern Arkansas University-El Dorado Branch was created by the 1975 General Assembly. This is a two-year branch which is striving to offer the programs offered by the typical community college as described earlier in this section. Southern Arkansas University-Southwest Tech Branch came about in 1975. Prior to 1975 this institution was a technical institute and was one of the area vocational/technical schools of the state. It has continued to serve statewide needs for highly technical programs.

The Department of Higher Education staff, the State Board of Higher Education and the 1202 Commission have worked toward making the transfer of students from one institution to another as easy as possible and with as little transfer shock to the student as possible. A committee of Academic Vice Presidents has met for more than two years to discuss policies which would accomplish this goal. The State Board of Higher Education has adopted a policy related to the acceptance of hours earned through CLEP examinations at all institutions. Plans are to continue deliberations in order that other policies might be adopted. The master planning project will also isolate some needs for transfer policies among institutions.

2. Commitment to Achieve Goal

The Department of Higher Education will conduct an in-depth study of the transfer of students among Arkansas institutions. Results of this study will be utilized to

develop policies related to the transfer of students among institutions with special emphasis on the problems encountered by black students.

3. Timetable

The transfer study will be completed by the Fall of 1979.

G. Specify timetables for sequential implementation of action necessary to achieve these goals as soon as possible but not later than within five years (by the close of the academic year 1981/82) unless another date is specified in this section.

Timetables are given for each goal throughout the entirety of the plan.

H. Commit the state and all its involved agencies and subdivisions to specific measures to achieve these goals.

Throughout the plan commitments are made for involved agencies and subdivisions to specific measures to achieve goals stated in this plan.

V. DESEGREGATION OF FACULTY, ADMINISTRATIVE STAFFS, NON-ACADEMIC PERSONNEL AND GOVERNING BOARDS

A. Adopt the goal that the proportion of black faculty and of administrators at each institution and on the staffs of each governing board, or any other state higher education entity, in positions not requiring the doctoral degree, shall at least equal the proportion of black students graduating with masters degrees from institutions within the state system, or the proportion of black individuals with the required credentials for such positions in the relevant labor market area, whichever is greater.

1) Background Analysis

In 1976, 6.33% of all persons graduating with masters degrees from public institutions in the State of Arkansas were black. This criteria will be used in determining our goals since data providing an accurate assessment of black persons with required credentials for administrative and faculty positions in our relevant labor market area is not available at this time. Current utilization of black faculty and administrators in postsecondary institutions on the staffs of governing boards and employed by other educational entities in positions not requiring the doctoral degree is detailed in Table V-1.

2) Commitment to Achieve Goal

The State of Arkansas, by action of the State Board of Higher Education and individual institutional Boards of Trustees, is committed to the goal of the proportion of black faculty and administrators at each institution, on the staffs of the governing boards and on the staff of the Department of Higher Education, in positions not requiring the doctoral degree, shall at least equal the proportion of black students graduating with masters degrees from institutions within the state system for the previous year or the proportion of black individuals with the required credentials for such position in the relevant labor market area, (if data becomes available) whichever is greater. The commitment is to establish institutional goals that deal separately with administrators and with faculty appropriate to each institution.

3) Timetable

In December 1977, each institution, board staff, and other higher education entity will submit to the Arkansas Department of Higher Education results of a self study to determine utilization of black faculty and administrators in positions not requiring the doctorate.

In November 1978, and in each November for the life of the plan, the Arkansas

TABLE V- 1

PERCENT OF BLACK PERSONS IN POSITIONS AT THE MASTER LEVEL
1976/77

Institution	Faculty			Administrative Staff		
	# Blk.	% Blk.	Total	# Blk.	% Blk.	Total
Arkansas State University	9	7.0%	122	0	0.0%	12
Arkansas State University-Beebe	0	0.0%	23	1	17.0%	6
Arkansas Tech University	0	0.0%	57	0	0.0%	13
Department of Higher Education	n/a	n/a	n/a	2	50.0%	4
East Arkansas Community College	4	20.0%	20	4	66.7%	6
Garland County Community College	3	15.8%	19	0	0.0%	2
Henderson State University	5	6.0%	83	1	12.5%	8
Mississippi County Community College	5	25.0%	20	0	0.0%	1
North Arkansas Community College	0	0.0%	9	0	0.0%	5
Phillips County Community College	2	8.7%	23	0	0.0%	2
Southern Arkansas University	1	1.8%	56	1	10.0%	10
Southern Arkansas University-El Dorado	0	0.0%	7	0	0.0%	1
Southwest Technical Institute- SAU	0	0.0%	8	0	0.0%	4
University of Arkansas at Fayetteville	3	2.0%	149	4	7.8%	51
University of Arkansas at Little Rock	6	8.0%	75	2	18.0%	11
University of Arkansas at Monticello	1	1.7%	60	0	0.0%	2
University of Arkansas Medical Sci. Campus	2	5.7%	35	2	8.0%	25
University of Central Arkansas	4	3.5%	113	2	13.3%	15
Westark Community College	2	3.0%	69	0	0.0%	10

Department of Higher Education will collect data and review faculty and administrative black to white proportions and recruitment practices in institutions, on board staffs, and in other higher education entities in the state.

The Department of Higher Education will monitor each institution's proportions to assure that each is increasing its proportion of black faculty and administrators up to the 6.38% or the current percentage of black persons recieving masters degrees in the state for the previous year. When requested, the Arkansas Department of Higher Education will provide assistance in black faculty and administrator recruitment.

By 1981/82 each institution, the staffs of governing boards, and other educational entities will have met the goal of employing faculty and staff at the rate equal to the percentage of blacks receiving masters degrees in the state for the previous year.

B. Adopt the goal that the proportion of black faculty and of administrators at each institution and on the staffs of each governing board or any other state higher education entity, in positions requiring the doctoral degree, shall at least equal the proportion of black individuals with the credentials required for such positions in the relevant labor market area.

1) Background Analysis:

Data providing an accurate assessment of black persons with credentials for administrative and faculty positions requiring a doctorate in our relevant labor market area is inadequate. The Colorado Study, with 1973 material, is the most comprehensive data available and breaks out the availability data by field. Updated information from this source is anticipated late this year. Another source, Richard Freeman's recent book, Black Elite, published in 1976 deals in total availability. Another study by the National Research Council provides total availability figures. From these sources, a total availability of about 2.2% seems the best current estimate of black doctorates. As more information becomes available, institutional goals for doctoral level black faculty and staff will be developed. Current utilization of black faculty and administrators in postsecondary institutions, on staffs of governing boards and employed by other educational entities in positions requiring the doctoral degree is detailed in Table V-2.

2) Commitment to Achieve Goal

The State of Arkansas, by actions of the State Board of Higher Education and the individual institutional Boards of Trustees, is committed to the goal of the proportion of black faculty and administrators at each institution, on the staffs of the governing boards and on the staffs of the Department of the Higher Education, in positions requiring the doctoral degree, shall at least equal the proportion of black individuals with the credentials required for such positions

TABLE V-2

PERCENT OF BLACK PERSONS IN POSITIONS AT THE DOCTORAL LEVEL, 1976/77

Institution	Administrative Staff			Faculty		
	# Blk.	% Blk.	Total	# Blk.	% Blk.	Total
Arkansas State University	1	5.8%	17	3	2.0%	180
Arkansas State University-Beebe	0	0.0%	0	0	0.0%	3
Arkansas Tech University	0	0.0%	8	0	0.0%	42
Department of Higher Education	0	0.0%	4	n/a	n/a	n/a
East Arkansas Community College	0	0.0%	4	2	28.0%	7
Garland County Community College	0	0.0%	2	0	0.0%	5
Henderson State University	0	0.0%	8	1	1.0%	71
Mississippi County Community College	0	0.0%	3	0	0.0%	4
North Arkansas Community College	0	0.0%	5	0	0.0%	5
Phillips County Community College	0	0.0%	2	0	0.0%	8
Southern Arkansas University	0	0.0%	13	0	0.0%	37
Southern Arkansas University-El Dorado	0	0.0%	3	0	0.0%	1
Southwest Tech Institute- SAU	0	0.0%	1	0	0.0%	0
University of Arkansas-Fayetteville	3	2.9%	102	4	0.8%	514
University of Arkansas at Little Rock	0	0.0%	21	2	1.0%	171
University of Arkansas at Monticello	0	0.0%	3	0	0.0%	40
University of Arkansas Medical Sci. Campus	0	0.0%	18	2	0.8%	245
University of Central Arkansas	2	5.3%	38	3	2.6%	117
Westark Community College	0	0.0%	5	0	0.0%	2

in the relevant labor market area. The commitment is to establish institutional goals that deal separately with administrators and with faculty by fields appropriate to each institution.

3) Timetable

Beginning immediately upon the acceptance of this plan the Department of Higher Education will undertake to collect reliable data on the availability of black doctorates. It will use this data to set realistic goals for adjusting the proportion of doctoral level black faculty and administrators at each institution and on the staff of each governing board or any other state higher education entity in positions requiring the doctorate. Until such a proportion is known, an interim guideline of 2.2% of black faculty and administrators will be used.

Beginning in January 1978, and ending by April 1, 1978, the individual institutions with assistance of the Department of Higher Education will develop and adopt institutional goals that deal separately with administrators and with faculty by fields appropriate to each institution.

C) Adopt the goal that the proportion of black non-academic personnel (by job category) at each institution and on the staffs of each governing board or any other state higher education entity shall at least equal the proportion of black persons in the relevant labor market area.

1) Background Analysis

Obtaining usable data to determine the proportion of black non-academic personnel by job categories at each institution and on the staff of each governing board and other state higher education entity will require extensive effort and coordination among the Department of Higher Education, the individual institutions, and the state and local offices of the Division of Employment Security. Further, the Department of Higher Education has just become responsible for the statewide system for classified personnel within public institutions. This new responsibility will be the charge of a unit of nine employees still being recruited. This unit should be operative by January 1978. At that time, the Department of Higher Education will begin working with each institution to assess its particular situation, determine its labor market area for non-academic personnel and set specific institutional goals. Current utilization of black non-academic personnel at each institution and on the staff of each governing board or any other state higher education entity is detailed in Table V-3.

2) Commitment to Achieve Goal

The State of Arkansas will work toward the goal of achieving a proportion of

TABLE V-3

PERCENT OF BLACKS IN NON-ACADEMIC POSITIONS BY CATEGORY
AND SCHOOL: AS OF 1976/77 (EEO-6 FORMS)
FULL AND PART TIME

Institution	Professional Non-Faculty	Clerical / Secre.	Tech Paraprof.	Skilled Crafts	Service Maintenance
Arkansas State University	8.5%	2.1%	8.3%	0.0%	7.0%
Arkansas State University-Beebe	0.0%	8.3%	n/a	n/a	9.4%
Arkansas Tech University	0.0%	0.0%	0.0%	0.0%	25.6%
Department of Higher Education	n/a	30.0%	0.0%	n/a	n/a
East Arkansas Community College	50.0%	25.0%	n/a	n/a	75.0%
Garland County Community College	14.0%	12.5%	n/a	n/a	66.7%
Henderson State University	4.5%	13.7%	30.0%	0.0%	54.0%
Mississippi County Community College	0.0%	13.3%	n/a	n/a	0.0%
North Arkansas Community College	0.0%	0.0%	0.0%	0.0%	0.0%
Phillips County Community College	30.0%	5.9%	n/a	n/a	92.8%
Southern Arkansas University	12.5%	0.0%	20.0%	14.3%	86.5%
Southern Arkansas University- El Dorado	0.0%	0.0%	n/a	n/a	none listed
Southwest Technical Institute-SAU	n/a	12.5%	n/a	0.0%	72.0%
University of Arkansas at Fayetteville	11.8%	4.3%	8.1%	0.0%	2.9%
University of Arkansas at Little Rock	0.0%	10.9%	11.5%	0.0%	27.0%
University of Arkansas at Monticello	0.0%	9.3%	0.0%	0.0%	50.0%
University of Arkansas Medical Sci. Campus	7.3%	15.5%	30.0%	9.8%	74.0%
University of Arkansas at Pine Bluff	n/a	97.3%	n/a	n/a	100.0%
University of Central Arkansas	10.0%	4.6%	0.0%	6.7%	23.7%
Westark Community College	16.6%	2.9%	0.0%	0.0%	50.0%

black non-academic personnel (by job category) at each institution and on the staff of each governing board or any other state higher education entity, that is at least equal to the proportion of black persons in the relevant labor market area of each of the institutions, staffs of governing boards, or any other state higher education entities.

3) Timetable

In January 1978, the Department of Higher Education's personnel unit will become fully operational. By June 1978, a determination of target proportions for blacks in the relevant labor market areas for individual institutions will be completed. This unit will monitor and report progress toward achieving goals set.

By 1981/82 each institution, staffs of governing boards and other state higher education entity should have achieved a proportion of non-academic personnel on its staff at least equal to the proportion of black persons in its relevant labor market area.

D. Assure hereafter and until the foregoing goals are met that for the traditionally white institutions as a whole, the proportion of blacks hired to fill faculty and administrative vacancies shall not be less than the proportion of black individuals with the credentials required for such positions in the relevant labor market area.

1) Background Analysis

See A-1 and B-1 above

2) Commitment to Achieve Goal

Hereafter and until the foregoing goals are met for traditionally white institutions as a whole, the proportion of blacks hired to fill faculty and administrative vacancies shall not be less than the proportion of black individuals with the credentials required for such positions in the relevant labor market area.

3) Timetable

See A-3 and B-3 above

F. Commit the state system to taking specific measures to achieve these objectives.

As stated in the guidelines, these measures will be submitted as a supplementary statement within 30 days after this plan is filed with the Office for Civil Rights.

G. Adopt the goal of increasing the numbers of black persons appointed to systemwide and institutional governing boards and agencies so that these boards may be more representative of the racial population of the state or of the area served.

1. Background Analysis

In Arkansas, higher education is organized, coordinated, and governed through numerous boards and commissions. Coordination is carried out at the state level by the State Board of Higher Education and the Postsecondary Education Planning Commission. Each institution also has a Board of Trustees charged with the responsibility of governing the institution. In multi-campus systems, Advisory Committees or Boards of Visitors often exist which are advisory to to the Boards of Trustees. The manner of selecting members for these boards varies. Some are subject to gubernatorial appointment, some are elected, and some are appointed by other boards. Boards and commissions in each category are as follows:

a. Boards Subject to Gubernatorial Appointment

The boards and commissions subject to gubernatorial appointment and the number of members are:

Arkansas State Univ. Board of Trustees	5
Arkansas Tech Univ. Board of Trustees	5
Henderson State Univ. Board of Trustees	7
Postsecondary Ed. Planning Commission	15
Southern Ark. Univ. Board of Trustees	5
State Board of Higher Education	10
Univ. of Ark. Board of Trustees	10
Univ. of Ark. at Pine Bluff Board of Visitors	7
Univ. of Cent. Ark. Board of Trustees	7

In each of the above cases, the boards consist of lay members and are appointed by the governor and confirmed by the senate. On all of the institutional boards and the State Board of Higher Education, the term of each member expires in January of each year. The Postsecondary Education Planning Commission

is composed of ten members of the State Board of Higher Education augmented by five additional members. Every two years the terms of two members of this Commission expire. Only one term expires during the remaining years. The University of Arkansas at Pine Bluff Board of Visitors is advisory to the University of Arkansas Board of Trustees, but its members are appointed by the governor.

b. Boards Whose Members are Elected

The boards whose members are elected and the number of members are:

East Ark. Comm. Coll. Board of Trustees	9
Garland Co. Comm. Coll. Board of Trustees	9
Mississippi Co. Comm. Coll. Board of Trustees	9
No. Ark. Comm. Coll. Board of Trustees	9
Phillips Co. Comm. Coll. Board of Trustees	9
Westark Comm. Coll. Board of Trustees	9

The community colleges in Arkansas were created by the General Assembly for the expressed purpose of serving local needs. State law provides that these institutions be partially supported by local communities and subject to local control. In order to establish a community college in Arkansas, a community college district must be formed (usually a county) and a local millage voted within the district for the financing of facilities and initial equipment. The operating funds are provided by direct state appropriations and student fee incomes. Members of the Boards of Trustees of these institutions are elected by qualified electors within the districts.

c. Advisory Boards Appointed by Boards of Trustees

In four instances, campuses of multi-campus institutions have advisory boards which have no governing authority and serve the purpose only of advising the governing board on needs of the particular campus. In one of these cases, the University of Arkansas at Pine Bluff, the board is appointed by the Governor. Therefore, it is represented above. The remaining three are appointed by Boards of Trustees and are as follows:

So. Arkansas Univ.-El Dorado Advisory Committee	7
Southwest Tech Institute-SAU Advisory Committee	9
Univ. of Ark. at Little Rock Board of Visitors	15

d. Statewide Boards and Commissions

The State Board of Higher Education consists of ten lay members appointed

to staggered ten year terms by the Governor and confirmed by the Senate. One member's term expires each year. This board does not have governing authority and serves as a coordinating and recommending agency to the institutions, the Governor, and the General Assembly. The Postsecondary Education Planning Commission consists of the ten members of the State Board of Higher Education plus five additional members appointed by the Governor. The purpose of this Commission is to engage in planning activities encompassing all of postsecondary education throughout the state.

e. Present Minority Representation on Boards and Commissions

In the 1967/68 academic year, only the University of Arkansas at Pine Bluff (then Arkansas AM&N College) and Phillips County Community College had black representation on Boards of Trustees. No major changes in black representation on higher education boards and commissions took place until the early-1970's. During the administrations of Governor Dale Bumpers and Governor David Pryor, the present Governor, the appointment of black members to higher education boards received considerable emphasis. At the present time, only one board subject to gubernatorial appointment does not have black representation. Table III-3 below shows each board or commission, the total number of members, and the number and percentage of black members. It will be noted that Southern Arkansas University, North Arkansas Community College and Westark Community College are the only institutions with no black members. It is likely that North Arkansas Community College will not have a black member in the forseeable future since no black people live in that community college district. In the case of both North Arkansas Community College and Westark Community College, the possibility of black citizens becoming members of the boards will depend upon their willingness to submit themselves for election.

2. Commitment to Achieve Goal

The Governor of the State of Arkansas will appoint a black member to the Board of Trustees at Southern Arkansas University during 1978. Following that time, the state will continue to appoint black members to higher education boards and commissions so that these governing bodies will become proportionally representative of the state and the area served by the institution.

3. Timetable

One black board member will be appointed to the Board of Trustees at Southern Arkansas University during 1978. Other appointments will be made at the appropriate time in order that the above goals may be achieved.

TABLE V-4

BLACK REPRESENTATION ON HIGHER EDUCATION BOARDS AND COMMISSIONS IN ARKANSAS, 1977

Board or Commission	Number of Members	Black Members	Percent Black
Arkansas State University			
Board of Trustees	5	1	20
Arkansas Tech University			
Board of Trustees	5	1	20
East Arkansas Community College			
Board of Trustees 3/	9	2	22
Garland County Community College			
Board of Trustees 3/	9	2	22
Henderson State University			
Board of Trustees	7	1	14
Mississippi County Community College			
Board of Trustees 3/	9	2	22
North Arkansas Community College			
Board of Trustees 3/	9	0	00
Phillips County Community College			
Board of Trustees 3/	9	1	11
Southern Arkansas University			
Board of Trustees	5	0	00
SAU-E Advisory Committee 1/	7	1	14
STI Advisory Committee 1/	9	1	11
University of Arkansas			
Board of Trustees	10	1	10
UALR Board of Visitors 2/	15	1	7
UAPB Board of Visitors 2/	7	6	86

TABLE V-4 (continued)

BLACK REPRESENTATION ON HIGHER EDUCATION BOARDS AND COMMISSIONS IN ARKANSAS, 1977

Board or Commission	Number of Members	Black Members	Percent Black
University of Central Arkansas Board of Trustees	7	1	14
Westark Community College Board of Trustees 3/	9	0	00
State Board of Higher Education	10	1	10
Postsecondary Education Planning Commission 4/	15	2	13

1/ Advisory to the Southern Arkansas University Board of Trustees.
2/ Advisory to the University of Arkansas Board of Trustees.
3/ Community College boards are elected from with in the community college districts.
4/ Consists of the State Board of Higher Education augmented by five members.

VI. SUBMISSION OF PLANS AND MONITORING

A. Development of the Plan

As recommended in the guidelines developed by the U.S. Department of Health, Education, and Welfare, the State of Arkansas created a biracial advisory/monitoring committee to assist in developing and monitoring the plan. This committee consists of 40 members with half being representative of the institutions and appointed by the respective presidents and chancellors. The other half of the committee members are not employed by any institution and were selected to represent all geographic areas of the state.

It will be noted in Appendix G that 52.5 percent of the total committee is white members and 47.5 percent is black members. The map showing the homes of all committee members reveals that committee members come from virtually all sections of the state.

This committee met twice during development of the plan to provide insight to the staff of the Department of Higher Education and the institutions and to review the draft of the plan. The committee will continue to exist to aid in monitoring implementation of the plan and will meet at regular intervals. The committee will be called into session at least one time each year and more often as special problems or circumstances may require.

B. Reporting to the Office for Civil Rights

Beginning in August, 1978, and each August during the life of the plan, the Department of Higher Education will submit an annual report to the Office for Civil Rights concerning implementation of the plan during the previous academic year. This report will be a comprehensive narrative assessment of the implementation of the plan and will include at least the following elements:

1. a description of the specific measures taken to achieve the objectives enumberated in the plan.

2. a description of the results achieved.

3. an analysis of the reasons why any steps taken proved inadequate or insufficient.

4. a description of steps the state will take to achieve progress and to maintain the timetables set forth in the plan.

In addition, the state is committed to providing to the Office for Civil Rights any statistical reports, assessments, or such other information as is considered necessary in a manner as timely as possible. In meeting any reporting deadlines that may be established by the Office for Civil Rights, the Department of Higher Education and the higher education institutions must be provided ample time to collect information that is accurate and complete and consideration must be given to other demands upon said agencies or institutions by requirements of implementing the plan and carrying out other responsibilities.

C. Signatories and Policy Statements

This plan is duly signed by the Governor of the State of Arkansas and indications of official policy statements by the State Board of Higher Education and each institutional Board of Trustees will be found in Appendix G.

APPENDIX A

ACT 1075 1975 EXTENDED SESSION

State of Arkansas
Seventieth General Assembly
Regular Session, 1975
Extended Session, 1976

A Bill

AS ENGROSSED 1/22/76

By: Representative Randall
Representative Wilkins

HOUSE BILL 1145

For An Act To Be Entitled

"AN ACT TO AMEND ACT 512 OF 1971 AND ACT 9 OF 1971 TO PERMIT AN OPTION REGARDING PARTICIPATION IN RETIREMENT PLANS; AND FOR OTHER PURPOSES."

WHEREAS, Arkansas Agricultural, Mechanical and Normal College, Pine Bluff, Arkansas, was merged into the University of Arkansas according to the provisions of Act 512 of 1971; and,

WHEREAS, Arkansas Agricultural and Mechanical College, Monticello, Arkansas, was merged into the University of Arkansas according to the provisions of Act 9 of 1971; and,

WHEREAS, each of these legislative Acts provided that those employees of each of these colleges who might continue, after the appropriate merger dates, in employment as employees of the University of Arkansas, would be continued in certain retirement plans; and,

WHEREAS, it has been determined that some of these employees may not have had ample opportunity to select a retirement plan;

NOW THEREFORE,

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF ARKANSAS:

SECTION 1. Any employee of Arkansas Agricultural, Mechanical and Normal College prior to July 1, 1972, who has been continued in employment, at the University of Arkansas at Pine Bluff, without interruption since that date shall have the option, exercisable on or before July 1, 1976, by giving written notice to the chief fiscal office on that campus, to terminate his or her participation in the "Arkansas Teacher Retirement System" or the "Arkansas Public Employees Retirement System" in which he or she was participating on July 1, 1972, and to elect to participate in the retirement plan in operation for University of Arkansas employees on the same basis that University of Arkansas employees on its other campuses may participate, and this shall be the retirement plan for such persons, excluding only Social Security. Where an employee so exercises this option, the termination of

Carl E. Callaway
CLERK OF THE HOUSE

his or her participation in the former retirement plan shall be on the terms and conditions set out in Section 3 of this Act, and all rights in the retirement plan in operation for University of Arkansas employees shall begin with employment agreements for Fiscal Year 1976-77 and for Academic Year 1976-77.

SECTION 2. Any employee of Arkansas Agricultural and Mechanical College prior to July 1, 1971, who has been continued in employment, at the University of Arkansas at Monticello, without interruption since that date shall have the option, exercisable on or before July 1, 1976, by giving written notice to the chief fiscal officer on that campus, to terminate his or her participation in the "Arkansas Teacher Retirement System" or the "Arkansas Public Employees Retirement System" in which he or she was participating on July 1, 1971, and to elect to participate in the retirement plan in operation for University of Arkansas employees on the same basis that University of Arkansas employees on its other campuses may participate, and this shall be the retirement plan for such persons, excluding only Social Security. Where an employee so exercises this option, the termination of his or her participation in the former retirement plan shall be on the terms and conditions set out in Section 3 of this Act, and all rights in the retirement plan in operation for University of Arkansas employees shall begin with employment agreements for Fiscal Year 1976-77 and for Academic Year 1976-77.

SECTION 3. Any staff member who elects to terminate his membership in the "Arkansas Teacher Retirement System" or the "Arkansas Public Employees Retirement System" and participate in the retirement plan in operation for University of Arkansas employees may do so on the same basis that University of Arkansas employees on its other campuses may participate. Such election shall be in writing and filed with the chief fiscal officer of the University of Arkansas campus where the member is employed. The University of Arkansas shall forward to each of the former retirement plans described above, the written applications of those employees on these campuses who elect to terminate their participation in the former retirement plan according to the provisions of this Act.

REFUND. All accumulated contributions to the credit of such staff member in the member's deposit account which is maintained pursuant to the

provisions of Act 427 of 1973 as amended or Act 177 of 1957 as amended, shall be returned to such staff member, and all of his or her credited services under said Retirement System shall be canceled.

VESTING. Except, that any staff member with ten (10) or more years of credited service or upon reaching ten (10) years of credited service who elects or who has elected to participate in the plan in operation for the University of Arkansas and has left or leaves his or her contributions in the "Arkansas Teacher Retirement System" or the "Arkansas Public Employees Retirement System" shall be eligible to receive an annuity upon reaching the age for normal age and service retirement benefits, as determined by the benefit formula of the "Arkansas Teacher Retirement System" or the "Arkansas Public Employees Retirement System" at the time of his or her retirement.

SECTION 4. All laws and parts of laws in conflict with this Act are hereby repealed.

SECTION 5. EMERGENCY CLAUSE. It is hereby found and determined by the General Assembly that some of the employees of the State colleges which were merged into the University of Arkansas were unaware, prior to the mergers, of their opportunities concerning various retirement plans or systems and that the merger legislation continued them in the retirement plans of which they were then members, and such persons should be given an opportunity to elect a retirement plan prior to the next employment period, so that the immediate passage of this Act is necessary to establish procedures therefor. Therefore, an emergency is hereby declared to exist and this Act being necessary for the immediate preservation of the public peace, health, and safety shall be in full force and effect from and after its passage and approval.

: Bill Bradley

: Henry Wilkinson

JAN 30 1976

APPROVED BY Dale Bumpers

GOVERNOR

Carl E. Langley
SECRETARY OF STATE

APPENDIX B

DEGREES GRANTED
STATE-SUPPORTED TWO-YEAR INSTITUTIONS
1975/76

PROGRAM	ASU-B	EACC	GCCC	MCCC	NACC	PCCC	WCC	SAU-ED	SWT	Total
ASSOC. & CERT.										
Certificate										
Agriculture-Business	--	--	--	0*	0	--	--	--	--	0
Air Conditioning	--	--	--	--	--	0	--	--	--	0
Automotive Technology	--	--	--	--	--	3	2	--	--	5
Building Tech.	--	--	--	--	--	0*	--	--	--	0
Business Mach. Operator	--	--	--	--	--	4	--	--	--	4
Career Pilot	--	0*	--	--	--	--	--	--	--	0
Clerical Skills	--	0	2	--	0	--	--	--	--	2
Construction	--	0	--	--	--	--	--	--	--	0
Cosmetology	--	0	--	--	--	19	--	--	--	19
Drafting	--	0	--	--	0	--	2	--	--	2
Electronics	--	0	--	--	--	--	--	--	--	0
Engineering	--	--	0	--	--	--	--	--	--	0
Farm Equip. Mech.	--	--	--	--	--	0*	--	--	--	0
Fire Science	--	--	--	0*	--	--	--	--	--	0
Indust. Supvn and Safety	--	0*	--	--	--	--	--	--	--	0
Law Enforcement	--	0	2	0*	--	--	--	--	--	2
Machine Shop - Maint. Mech.	--	--	--	--	--	15	12	--	--	27
Management	--	1	0	0*	--	--	--	--	--	1
Medical Record Transcr.	--	--	--	--	--	0*	--	--	--	0
Med. Sec. Sci.	--	--	0	--	0*	--	--	--	--	0
Operating Room Tech.	--	--	--	--	--	--	13	--	--	13
LPN	--	--	--	--	--	8	32	--	--	40
Psychiatric Nurse Tech.	--	--	--	--	--	--	6	--	--	6
Public Administration	--	--	--	0*	--	--	--	--	--	0

* major initiated in 1975

Degrees Granted, State-Supported Two-Year Institutions, 1975/76

PROGRAM	ASU-B	EACC	GCCC	MCCC	NACC	PCCC	WCC	SAU-ED	SWT #	Total
ASSOC. & CERT. (Cont'd)										
Certificate (Cont'd)										
Respiratory Therapy Tech.	--	--	--	--	--	--	2	--	--	2
Secretarial Studies	3	0	2	0*	0	4	5	--	--	14
Supervision	--	0	--	--	--	--	--	--	--	0
Welding	--	--	--	--	--	2	7	--	--	9
Total - Certificate	3	1	6	0	0	55	81	--	--	146
Associate										
Advertising Art	--	--	--	--	--	--	--	--	14	14
Agriculture	6	--	--	0*	0	0*	--	--	--	6
Air Conditioning	--	--	--	--	--	2	--	--	--	2
Automobile Technology	--	--	--	--	--	3	5	--	--	8
Aviation Maintenance	--	--	--	--	--	--	--	--	9	9
Biological Science	3	--	--	--	--	--	--	--	--	3
Building Technology	--	0	--	--	--	0*	--	--	8	8
Business	9	0	--	--	6	7	12	--	--	34
Career Pilot	--	0*	--	--	--	--	--	--	--	0
Coop. Prog. w/VoTech.	3	0	5	--	0	--	--	0*	--	8
Cosmetology	--	--	--	--	--	1	--	--	--	1
Data Processing	--	--	--	--	--	9	4	--	14	27
Distributive Education	--	--	--	--	--	--	0	--	--	0
Drafting	--	0	--	--	0	11	9	--	--	20
Early Childhood Educ.	2	--	--	--	--	--	--	--	--	2
Electronics	0	0	--	--	--	--	12	--	19	31

* major initiated in 1975

\# The programs at Southwest Technical Institute are not new but a continuation of existing programs.

Degrees Granted, State-Supported Two-Year Institutions, 1975/76

PROGRAM	ASU-B	EACC	GCCC	MCCC	NACC	PCCC	WCC	SAU-ED	SWT	Total
ASSOC. & CERT. (Cont'd)										
Associate (Cont'd)										
Emergency Med. Tech.	--	--	--	--	--	--	3	--	--	3
Environmental Control	--	--	--	--	--	--	--	--	4	4
Farm Equip. Mech.	--	--	--	--	--	0*	--	--	--	0
Food Prep. and Mgmt.	--	--	--	--	--	--	--	--	6	6
General Education	24	20	42	4*	21	39	147	0*	--	297
Law Enforcement	--	0	1	0*	2*	0	7	--	--	10
Lithographic Occup.	--	--	--	--	--	0*	--	--	--	0
Maintenance Mechanics	--	--	--	--	--	5	--	--	7	12
Management	--	--	--	0*	--	--	--	--	--	0
Manufacturing Tech.	--	--	--	--	--	--	0	--	--	0
Math	2	--	--	--	--	--	--	--	--	2
Mechanical Technology	--	--	--	--	--	--	4	--	--	4
Mech. Engineer. Tech.	--	--	--	0*	--	--	--	--	--	0
Medical Lab. Tech.	--	--	0	--	0*	7	--	--	--	7
Medical Secretary Sci.	--	--	--	--	1*	--	--	--	--	1
Nursing	--	0*	41	0*	12*	21	94	--	--	168
Physical Education	4	--	--	--	--	--	--	--	--	4
Physical Science	2	--	--	--	--	--	--	--	--	2
Public Administration	--	0	--	--	--	--	--	--	--	0
Secretarial Studies	--	3	0	0*	1	5	3	0*	9	21
Social Sciences	1	--	--	--	--	--	--	--	--	1
Speech and Theater	0	--	--	--	--	--	--	--	--	0

* major initiated in 1975

Degrees Granted, State-Supported Two-Year Institutions, 1975/76

PROGRAM	ASU-B	EACC	GCCC	MCCC	NACC	PCCC	WCC	SAU-ED	SWT	Total
ASSOC. & CERT. (Cont'd)										
Associate (Cont'd)										
Transportation	--	--	--	--	--	--	0*	--	--	0
Welding	--	--	--	--	--	4	--	--	--	4
Total - Associate	56	23	89	4	43	114	300	0	90	719
TOTAL - CERT. & ASSOCIATE	59	24	95	4	43	169	381	0	90	865

DEGREES GRANTED
BACCALAUREATE AND GRADUATE COLLEGES AND UNIVERSITIES
1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
ASSOC. & CERT.												
Certificate												
Biomed. Instrum. Tech.	--	--	--	--	--	--	--	--	--	0	--	0
Cytotechnology	--	--	--	--	--	--	--	--	--	0	--	0
Dental Hygiene	--	--	--	--	--	--	--	--	--	30	--	30
Dietetic Intern	--	--	--	--	--	--	--	--	--	14	--	14
Drafting	--	--	--	--	--	0	--	--	--	--	--	0
Emer. Med. Care Tech.	--	--	--	--	--	--	--	--	--	0	--	0
Engineering	--	--	--	--	--	0	--	--	--	--	--	0
Operating Room Tech.	--	--	--	--	--	--	--	--	--	12	--	12
Printing	0	--	--	--	--	--	--	--	--	--	--	0
Respiratory Therapy	--	--	--	--	--	--	--	--	--	0	--	0
Secretarial Studies	1	--	7	--	--	--	--	--	--	--	--	8
Vocational Arts	--	--	--	--	--	--	--	0	--	--	--	0
X-ray Tech.	--	--	--	--	--	--	--	--	--	10	--	10
Total - Certificate	1	--	7	--	--	0	--	0	--	66	--	74
Associate												
Agriculture	--	0	--	--	--	--	--	--	--	--	--	0
Biomed. Instrum. Tech.	--	--	--	--	--	--	--	--	--	5	--	5
Career Studies	--	--	0	--	--	--	--	--	--	--	--	0
Child Care Serv.	--	--	0	--	--	--	--	--	--	--	--	0
Early Childhood Educ.	--	--	--	--	--	0	--	0	--	--	--	0

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
ASSOC. & CERT. (Contd)												
Associate (Contd)												
Emer. Med. Care Tech.	--	--	--	--	--	--	--	--	--	0	--	0
Engineering	--	--	--	--	--	2	--	--	--	--	--	2
General Education	--	--	--	2	--	0	--	--	--	--	--	2
Hospitality Mgmt.	--	--	2	--	--	--	--	--	--	--	--	2
Industrial Tech.	--	--	--	0	--	--	--	0*	--	--	--	0
Law Enforcement	--	--	--	--	--	14	--	2*	--	--	--	16
Marketing	--	--	--	--	--	1	--	--	--	--	--	1
Med. Lab. Tech.	--	--	--	--	--	--	--	--	0	--	--	0
Nursing	63	0	--	38	52	51	33	--	15	--	--	252
Office Administration	--	--	--	--	--	4*	3*	--	14	--	--	21
Operating Room Tech.	--	--	--	--	--	--	--	--	--	2	--	2
Quant. Controls & Mgmt. Science	--	--	--	--	--	--	0*	--	--	--	--	0
Respiratory Therapy	--	--	--	--	--	--	--	--	--	8	--	8
Secretarial Studies	21	5	--	4	--	--	--	--	--	--	--	30
Total - Associate	84	5	2	44	52	72	36	2	29	15	--	341
TOTAL - CERT. & ASSOCIATE	85	5	9	44	52	72	36	2	29	81	--	415
BACCALAUREATE												
Liberal Arts												
Advertising Design	--	--	0	--	--	--	--	--	--	--	--	0

*major initiated in 1975

PROGRAM		ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)													
Liberal Arts (Contd)													
2202	Anthropology	--	--	--	--	18	--	--	--	--	--	--	18
	Applied Studies	--	--	--	0	--	--	--	--	--	--	--	0
2111	Black Studies	--	--	--	--	0	--	--	--	--	--	--	0
	Classics	--	--	--	--	1	--	--	--	--	--	--	1
	Communications	--	--	--	2*	0	--	--	--	--	--	--	2
	Creative Writing	--	4	--	--	--	--	--	--	--	--	--	4
1007	Drama	7	--	--	--	--	5	--	--	--	--	--	12
2204	Economics	2	5	3	2	7	2	3	1	0	0	0	25
1501	English	22	6	28	14	60	14	13	5	30	--	--	192
1101	Foreign Languages	--	--	--	--	--	--	--	0	--	--	--	0
1102	French	3	0	0	1	8	1	0	--	3	--	--	16
2206	Geography	5	--	0	0	1	--	--	--	7	--	--	13
1103	German	1	--	--	--	5	--	--	--	--	--	--	6
2205	History	9	--	10	4	40	17	18	14	15	--	--	127
	History and Pol. Sci.	--	25	--	--	--	--	--	--	--	--	--	25
0602	Journalism	20	9	2	--	26	16	--	--	3	--	--	76
1509	Philosophy	1	0	--	--	2	2	--	1	2	--	--	8
2207	Political Science	35	--	4	6	44	27	10	0*	12	--	--	138
2001	Psychology	30	11	11	9	61	22	16	0*	18	--	--	178
	Regional Studies	--	--	--	0	--	--	--	--	--	--	--	0
1101	Romance Languages	--	--	--	--	0	--	--	--	--	--	--	0
2201	Social Science	31	--	18	4	13	14	0	3	16	--	--	99
2208	Sociology	45	19	15	6	11	49	--	22	24	--	--	191

* major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Liberal Arts (Contd)												
1105 Spanish	2	--	1	2	7	0	--	--	1	--	--	13
1506 Speech	6	7	11	3	53	--	3	6	9	--	--	98
Speech Commun.	--	--	--	--	--	26	--	--	--	--	--	26
1220 Speech Pathology	22	--	5	--	0	--	--	--	17	--	--	44
2214 Urban Studies	--	--	--	--	1	--	--	--	--	--	--	1
Total - Liberal Arts	241	86	108	53	358	195	63	52	157	--	--	1,313
Science												
0403 Bacteriology	--	--	--	--	10	--	--	--	--	--	--	10
0401 Biology	1	20	33	4	--	47	20	18	11	--	--	154
0199 Biology-Agric.	--	--	--	1	--	--	--	--	--	--	--	1
0401 Biological Sci.	--	--	--	--	1	--	--	2	--	--	--	3
0402 Botany	2	--	--	--	4	--	--	--	--	--	--	6
1905 Chemistry	5	6	7	4	30	8	3	3	9	--	--	75
0199 Chemistry-Agric.	--	--	--	0	--	--	--	--	--	--	--	0
1917 Earth Science	--	--	--	--	3	--	4	--	--	--	--	7
0919 Engineering Physics	--	--	--	0	--	2	--	--	--	--	--	2
4902 General Science	12	--	2	4	7	--	1	--	11	--	--	37
1914 Geology	--	7	--	0	7	--	--	--	--	--	--	14
1701 Mathematics	22	8	8	2	27	10	5	12	14	--	--	108
4902 Natural Science	--	--	--	--	9	--	--	--	--	--	--	9
1901 Physical Science	6	5	1	--	--	--	--	0	3	--	--	15
1902 Physics	4	0	4	1	14	3	2	--	2	--	--	30
0407 Zoology	40	--	--	--	56	--	--	--	--	--	--	96
Total - Science	92	46	55	16	168	70	35	35	50	--	--	567

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Fine Arts												
1002 Art	26	11	5	9	33	5	4	9	15	—	—	117
4903 Humanities	--	--	--	--	--	3	--	--	--	—	—	3
1004 Music	34	25	24	7	23	8	9	9	17	—	—	156
1098 Music Therapy	--	--	0	--	--	--	--	--	--	—	—	0
Total - Fine Arts	60	36	29	16	56	16	13	18	32	--	--	276
Education												
1008 Dance Education	--	--	--	--	3	--	--	—	—	—	—	3
0838 Distributive Educ.	--	--	--	0	3	--	--	--	--	—	—	3
0823 Early Child. Educ.	53	--	--	--	--	--	--	--	46	--	—	99
0802 Elementary Educ.	64	46	64	35	116	50	41	43	40	—	—	499
0837 Health Education	--	--	--	--	--	--	--	--	12	--	--	12
Health and Phys. Educ.	--	17	--	--	--	--	0	--	--	--	—	17
0839 Industrial Education	--	--	--	0	9	--	3	7	19	--	—	38
0835 Physical Education	45	--	54	25	52	16	24	9	32	--	--	257
0819 Phys. Ed. for the Handicapped	--	--	--	--	--	—	—	--	6	—	—	6
2103 Recreation	--	--	1	0*	--	—	--	16	--	—	—	17
0808 Special Education	52	--	--	--	49	--	--	14*	28	--	—	143
Total - Education	214	63	119	60	232	66	68	89	183	--	--	1,094

*major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Business												
0502 Accounting	64	29	21	16	79	34	13	8	26	--	--	290
Accounting & Data Proc.	--	--	--	--	0*	--	--	--	--	--	--	0
0506 Admin. Mgmt.	--	--	--	--	19	--	--	--	--	--	--	19
0604 Advertising	--	--	--	--	--	1	--	--	--	--	--	1
0112 Agri. Business	8	13	--	8	7	--	0	--	--	--	--	36
0506 Business Admin.	--	--	--	0	0	19	--	45	19	--	--	83
0517 Business Economics	--	--	--	--	1	--	--	--	--	--	--	1
0838 Business Education	28	2	12	8	15	10	4	10	7	--	--	96
0514 Exec. Secretarial Training	--	--	--	--	4	--	--	--	--	--	--	4
0504 Finance	1	--	--	1	--	8	--	--	--	--	--	10
0504 Finance and Banking	--	--	--	--	51	--	--	--	--	--	--	51
0512 Finance and Insur.	--	--	--	--	12	--	--	--	--	--	--	12
0511 Finance and Real Est.	--	--	--	--	20	--	--	--	--	--	--	20
0501 General Business	52	20	30	15	15	--	32	--	0	--	--	164
0516 Industrial Mgmt.	--	--	--	3	8	0*	4	--	--	--	--	15
0506 Management	27	1	15	12	--	16	--	--	18	--	--	89
0509 Marketing	26	--	12	5	67	13	--	--	19	--	--	142
0506 Office Admin.	--	1	--	4	--	--	4	--	2	--	--	11
0515 Personnel Mgmt.	--	--	--	--	13	--	--	--	--	--	--	13
Real Estate & Insur.	6	--	--	--	--	--	--	--	--	--	--	6
0514 Secretarial Training	3	--	--	--	--	--	0	--	--	--	--	3
0510 Transportation	--	--	--	--	9	--	--	--	--	--	--	9
Total - Business	215	66	90	72	320	101	57	63	91	--	--	1,075

* major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Agriculture												
0111 Agriculture Econ.	--	--	--	--	5	--	--	3	--	--	--	8
0897 Agricultural Educ.	18	--	--	--	5	--	--	4	--	--	--	27
0903 Agricultural Engin.	8	--	--	--	5	--	--	--	--	--	--	13
Agricultural Jour.	--	--	--	--	0	--	--	--	--	--	--	0
0116 Agricultural Mech.	--	--	--	--	1	--	--	--	--	--	--	1
Agricultural Pest.	--	--	--	--	0	--	--	--	--	--	--	0
0102 Agronomy	11	--	--	--	8	--	--	8	--	--	--	27
0424 Animal Nutrition	--	--	--	--	4	--	--	--	--	--	--	4
0104 Animal Science	6	--	--	--	29	--	--	3	--	--	--	38
0102 Crop Science	--	--	--	--	3	--	--	--	--	--	--	3
0105 Dairy Science	--	--	--	--	3	--	--	--	--	--	--	3
0104 Domestic Animal Biology	--	--	--	--	8	--	--	--	--	--	--	8
0421 Entomology	--	--	--	--	1	--	--	--	--	--	--	1
0113 Food Science	--	--	--	--	2	--	--	--	--	--	--	2
0101 General Agriculture	15	--	--	--	2	--	8	--	--	--	--	25
0108 Horticulture	0	--	--	--	4	--	--	1	--	--	--	5
0113 Hort. Food Science	--	--	--	--	1	--	--	--	--	--	--	1
Land. Design and Urban Hort.	--	--	--	--	1*	--	--	--	--	--	--	1
0404 Plant Pathology	--	--	--	--	1	--	--	--	--	--	--	1
0404 Plant Protection	--	--	--	--	1	--	--	--	--	--	--	1
0106 Poultry Science	--	--	--	--	6	--	--	0	--	--	--	6
2208 Rural Sociology	--	--	--	--	0	--	--	--	--	--	--	0

* major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Agriculture (Contd)												
0103 Soil Science	--	--	--	--	3	--	--	--	--	--	--	3
0116 Voc. Agri. Educ.	--	--	--	--	8	--	--	--	--	--	--	8
Total - Agriculture	58	--	--	--	101	--	8	19	--	--	--	186
Home Economics												
1305 Child Dev. & Family Relations	--	--	--	--	9	--	--	9	--	--	--	18
1303 Clothing and Textiles	--	--	--	--	16	--	--	3	--	--	--	19
1306 Food and Nutrition	--	--	--	--	9	--	--	--	--	--	--	9
1304 Foundations	--	--	--	--	22	--	--	--	--	--	--	22
1301 Gen. Home Econ.	--	--	11	--	15	--	--	2	21	--	--	49
Housing and Interior Design	--	--	--	--	0	--	--	--	--	--	--	0
1306 Institutional Dietetics	--	--	--	--	--	--	--	9	--	--	--	9
Total - Home Economics	--	--	11	--	71	--	--	23	21	--	--	126
Engineering												
0906 Chem. Engineering	--	--	--	--	20	--	--	--	--	--	--	20
0908 Civil Engineering	--	--	--	--	26	--	--	--	--	--	--	26
0909 Electrical Engineering	--	--	--	--	54	--	--	--	--	--	--	54
0925 Engineering Science	--	--	--	--	1	--	--	--	--	--	--	1

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Engineering (Contd)												
0901 General Engineering	--	7	--	--	--	--	--	--	--	--	--	7
0913 Industrial Engineering	--	--	--	--	15	--	--	--	--	--	--	15
0910 Mechanical Engineering	--	--	--	--	24	--	--	--	--	--	--	24
Total - Engineering	--	7	--	--	140	--	--	--	--	--	--	147
Architecture												
Landscape Archi.	--	--	--	--	0*	--	--	--	--	--	--	0
0202 Architecture	--	--	--	--	67	--	--	--	--	--	--	67
Total - Architecture	--	--	--	--	67	--	--	--	--	--	--	67
Library Science												
1601 Library Science	--	--	--	--	0	--	--	--	--	--	--	0
Total - Library Science	--	--	--	--	0	--	--	--	--	--	--	0
Social Services												
Criminal Justice	--	--	--	--	--	11	--	--	--	--	--	11
2209 Criminology	9	--	--	--	--	--	--	--	--	--	--	9
Social Welfare	--	--	--	--	38	--	--	11	--	--	--	49
2104 Social Work	6*	--	29	--	--	--	--	--	--	--	--	35
Total - Social Services	15	--	29	--	38	11	--	11	--	--	--	104

*major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Health Professions												
1213 Dental Hygiene	--	--	--	--	--	--	--	--	--	16	--	16
1299 Environmental Health	--	--	--	--	--	2	--	--	--	--	--	2
1913 Environmental Science	--	--	--	--	2	--	--	--	--	--	--	2
2298 Gerontology	--	--	--	--	--	5	--	--	--	--	--	5
1299 Manual Arts Therapy	--	--	--	--	--	--	--	--	0	--	--	0
1215 Med. Records Sci.	--	0	--	--	--	--	--	--	--	0	--	0
1223 Medical Tech.	7	9	0	1	--	2#	0	--	8	21	--	48
Nuclear Med. Tech.	--	--	--	--	--	--	--	--	--	1	--	1
1203 Nursing	0	0	--	--	--	--	--	--	49	46	--	95
1208 Occupational Ther.	--	--	--	--	--	--	--	--	6	--	--	6
1210 Pharmacy	--	--	--	--	--	--	--	--	--	62	--	62
1212 Physical Therapy	--	--	--	--	--	0	--	--	14	--	--	14
1224 Pre-Dental Science	--	--	--	--	1	0	--	--	--	--	--	1
1206 Pre-Medical Science	--	--	--	--	3	1	0	--	--	--	--	4
1225 Radiologic Tech.	--	--	--	--	--	3#	--	--	3	3	--	9
1298 Respiratory Ther.	--	--	--	--	--	--	--	--	5	--	--	5
Total - Health Professions	7	9	0	1	6	13	0	--	85	149	--	270
Other Programs												
Aviation	--	--	5	--	--	--	--	--	--	--	--	5
Business Data Proc.	0*	--	--	--	--	--	--	--	--	--	--	0
0701 Computer Science	--	11	--	--	--	0	--	--	--	--	--	11
Data Proc. and Quant. Analysis	--	--	--	--	7	--	--	--	--	--	--	7

*major initiated in 1975
#major no longer offered

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
BACCALAUREATE (Contd)												
Other Programs (Contd)												
0107 Fisheries and Wildlife Management	14	14	--	--	--	--	4	--	--	--	--	32
0114 Forestry	--	--	--	--	--	0	22	--	--	--	--	22
International Studies	--	--	--	--	--	1	--	--	--	--	--	1
0698 Printing	13	--	--	--	--	--	--	--	--	--	--	13
2102 Public Admin.	--	--	--	--	13	--	--	--	--	--	--	13
2103 Rec. & Park Admin.	--	37	--	--	--	--	--	--	--	--	--	37
0603 Radio-TV	31	--	--	--	--	--	--	--	--	--	--	31
Total - Other Programs	58	62	5	--	20	1	26	--	--	--	--	172
TOTAL - ALL BACCALAUREATE	960	375	446	218	1,577	473	270	310	619	149	--	5,397
MASTERS												
Liberal Arts												
Anthropology	--	--	--	--	6	--	--	--	--	--	--	6
Comparative Lit.	--	--	--	--	0	--	--	--	--	--	--	0
Creative Writing	--	--	--	--	5	--	--	--	--	--	--	5
Economics	--	--	--	--	3	--	--	--	--	--	--	3
English	7	0*	7	--	15	--	--	--	11	--	--	40
French	--	--	--	--	0	--	--	--	--	--	--	0
Geography	--	--	--	--	4	--	--	--	0	--	--	4

*major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
MASTERS (Contd)												
Liberal Arts (Contd)												
German	--	--	--	--	2	--	--	--	--	--	--	2
History	10	--	--	--	5	--	--	--	4	--	--	19
Philosophy	--	--	--	--	0	--	--	--	--	--	--	0
Political Science	4	--	--	--	7	--	--	--	--	--	--	11
Psychology	--	--	--	--	7	--	--	--	--	--	--	7
Social Science	10	--	1	--	--	--	--	--	--	--	--	11
Social Studies	--	0*	--	--	--	--	--	--	0	--	--	0
Sociology	--	--	1*	--	1	--	--	--	--	--	--	2
Spanish	--	--	--	--	6	--	--	--	2	--	--	8
Speech and Drama	--	--	0	--	26	--	--	--	--	--	--	26
Speech Pathology	7	--	--	--	1	--	--	--	--	--	--	8
Translation	--	--	--	--	0*	--	--	--	--	--	--	0
Total - Liberal Arts	38	0	9	--	88	--	--	--	17	--	--	152
Science												
Anatomy	--	--	--	--	--	--	--	--	--	0	--	0
Applied Math.	--	--	--	--	--	--	--	--	--	--	1	1
Bacteriology	--	--	--	--	2	--	--	--	--	--	--	2
Biochemistry	--	--	--	--	--	--	--	--	--	0	--	0
Biology	10	0*	3	--	--	--	--	--	4	--	--	17
Biometry	--	--	--	--	--	--	--	--	--	0	--	0

*major initiated in 1975

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
MASTERS (Contd)												
Science (Contd)												
Botany	--	--	--	--	4	--	--	--	--	--	--	4
Chemistry	2	--	--	--	1	--	--	--	--	--	1	4
Geology	--	--	--	--	8	--	--	--	--	--	--	8
Mathematics	8	0*	4	0*	10	--	--	--	5	--	--	27
Microbiology	--	--	--	--	--	--	--	--	--	4	--	4
Natural Science	--	--	--	--	9	--	--	--	--	--	--	9
Pathology	--	--	--	--	--	--	--	--	--	0	--	0
Pharmaceutical Sci.	--	--	--	--	--	--	--	--	--	2	--	2
Pharmacology	--	--	--	--	--	--	--	--	--	2	--	2
Physical Science	--	0*	1	0*	--	--	--	--	2	--	--	3
Physics	--	--	--	--	2	--	--	--	--	--	--	2
Physiology	--	--	--	--	--	--	--	--	--	0	--	0
Radiation Science	--	--	--	--	--	--	--	--	--	0	--	0
Statistics	--	--	--	--	2	--	--	--	--	--	--	2
Zoology	--	--	--	--	5	--	--	--	--	--	--	5
Total - Science	20	0	8	0	43	--	--	--	11	8	2	92
Fine Arts												
Art	--	--	--	--	3	--	--	--	--	--	--	3
Humanities	--	--	--	--	1	--	--	--	--	--	--	1
Music	10	0*	2	--	18	--	--	--	--	--	--	30
Total - Fine Arts	10	0	2	--	22	--	--	--	--	--	--	34

*major initiated in 1975

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
MASTERS (Contd)												
Education												
Adult Education	--	--	--	--	0*	--	--	--	--	--	--	0
Counselor Education	24	--	42	0*	36	--	--	--	39	--	--	141
Counseling Psychology	--	--	--	--	--	--	--	--	0*	--	--	0
Early Childhood Educ.	26	--	--	--	--	0*	--	--	18	--	--	44
Education Admin.	40	--	--	--	45	--	--	--	--	--	--	85
Educ. Media - Instr. Resources	--	--	--	--	10	--	--	--	--	--	--	10
Elem. Admin. and Supervision	--	--	0*	--	--	--	--	--	12	--	--	12
Elementary Educ.	15	0*	32	2*	47	0*	--	--	15	--	--	111
Health Education	--	--	--	--	7	--	--	--	10	--	--	17
Higher Educ. (St. Pers. Serv.)	--	--	--	--	6	--	--	--	--	--	--	6
Industrial Educ.	--	--	--	--	--	--	--	--	10	--	--	10
Physical Educ.	16	0*	26	4*	8	--	--	--	14	--	--	68
Reading	26	--	--	--	--	0*	--	--	26	--	--	52
Recreation	--	--	--	--	10	--	--	--	--	--	--	10
Rehab. Counseling	16	--	--	--	--	--	--	--	--	--	--	16
Secondary Educ.	--	--	--	--	34	--	--	--	--	--	--	34
School Psychology	--	--	--	--	--	--	--	--	11	--	--	11
Special Education	--	--	--	--	16	--	--	--	1	--	--	17
Spec. Educ. - E.D.	0*	--	--	--	--	--	--	--	--	--	--	0
Spec. Educ. - L.D.	14	--	3	--	--	--	--	--	16	--	--	33
Spec. Educ. - M.R.	14	--	15	--	--	--	--	--	10	--	--	39
Spec. Educ. - Phy. H.	--	--	--	--	--	--	--	--	1	--	--	1
Vocational Educ.	--	--	--	--	49	--	--	--	--	--	--	49
Total - Education	191	0	118	6	268	0	--	--	183	--	--	766

*major initiated in 1975

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
MASTERS (Contd)												
Business												
Accounting	--	--	--	--	5	--	--	--	--	--	--	5
Business Admin.	13	--	0*	--	39	--	--	--	11	--	--	63
Business Educ.	19	--	3	1*	0	--	--	--	9	--	--	32
Management	--	--	--	--	31	--	--	--	--	--	--	31
Total - Business	32	--	3	1	75	--	--	--	20	--	--	131
Agriculture												
Agri. Economics	--	--	--	--	6	--	--	--	--	--	--	6
Agri. Education	3	--	--	--	--	--	--	--	--	--	--	3
Agri. Engineering	--	--	--	--	0	--	--	--	--	--	--	0
Animal Science	--	--	--	--	9	--	--	--	--	--	--	9
Entomology	--	--	--	--	6	--	--	--	--	--	--	6
General Agriculture	--	--	--	--	0	--	--	--	--	--	--	0
Horticulture	--	--	--	--	3	--	--	--	--	--	--	3
Hort. and Food Sci.	--	--	--	--	4	--	--	--	--	--	--	4
Plant Pathology	--	--	--	--	0	--	--	--	--	--	--	0
Rural Sociology	--	--	--	--	0	--	--	--	--	--	--	0
Soil Science - Agron.	--	--	--	--	7	--	--	--	--	--	--	7
Total - Agriculture	3	--	--	--	35	--	--	--	--	--	--	38
Home Economics												
Child Devel. and Family Relations	--	--	--	--	3	--	--	--	--	--	--	3

*major initiated in 1975

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
MASTERS (Contd)												
Home Economics (Contd)												
Clothing and Textiles	--	--	--	--	1	--	--	--	--	--	--	1
Food and Nutrition	--	--	--	--	2	--	--	--	--	--	--	2
Gen. Home Econ.	--	--	--	--	9	--	--	--	3	--	--	12
Total - Home Economics	--	--	--	--	15	--	--	--	3	--	--	18
Engineering												
Chemical Engin.	--	--	--	--	2	--	--	--	--	--	--	2
Civil Engineering	--	--	--	--	7	--	--	--	--	--	--	7
Electrical Engin.	--	--	--	--	11	--	--	--	--	--	--	11
Engineering	--	--	--	--	--	--	--	--	--	--	5	5
Engineering Sci.	--	--	--	--	2	--	--	--	--	--	--	2
Environmental Engin.	--	--	--	--	2	--	--	--	--	--	--	2
Indus. Engineering	--	--	--	--	3	--	--	--	--	--	--	3
Mechanical Engin.	--	--	--	--	5	--	--	--	--	--	--	5
Operations Research	--	--	--	--	5	--	--	--	--	--	--	5
Total - Engineering	--	--	--	--	37	--	--	--	--	--	5	42
Social Services												
Social Agency Coun.	--	--	15	--	--	--	--	--	--	--	--	15
Social Welfare	--	--	--	--	0	--	--	--	--	--	--	0
Social Work	--	--	--	--	--	57#	--	--	--	--	--	57
Total - Social Services	--	--	15	--	0	57	--	--	--	--	--	72

#major transferred to UALR due to incorporation of GSSW

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
MASTERS (Contd)												
Health Professions												
Communicative Dis.	--	--	--	--	--	--	--	--	--	2	--	2
Interdisciplinary Toxicology	--	--	--	--	--	--	--	--	--	0	--	0
Nursing	--	--	--	--	--	--	--	--	7	7	--	14
Total - Health Professions	--	--	--	--	--	--	--	--	7	9	--	16
Other Programs												
Computer Science	--	--	--	--	1	--	--	--	--	--	--	1
Instrumental Sci.	--	--	--	--	--	--	--	--	--	--	3	3
Public Admin.	--	--	--	--	13	--	--	--	--	--	--	13
Total - Other Programs	--	--	--	--	14	--	--	--	--	--	3	17
TOTAL - ALL MASTERS DEGREE PROGRAMS	294	0	155	7	597	57	--	--	241	17	10	1,378
SPECIALIST												
Liberal Arts												
English	--	--	--	--	1	--	--	--	--	--	--	1
History	--	--	--	--	0	--	--	--	--	--	--	0
Total - Liberal Arts	--	--	--	--	1	--	--	--	--	--	--	1
Education												
Adult Education	--	--	--	--	0*	--	--	--	--	--	--	0

*major initiated in 1975

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
SPECIALIST (Contd)												
Education (Contd)												
Counselor Educ.	3	--	--	--	1	--	--	--	--	--	--	4
Education Admin.	19	--	--	--	12	--	--	--	--	--	--	31
Elementary Educ.	--	--	--	--	2	--	--	--	--	--	--	2
Higher Educ. (St. Pers. Serv.)	--	---	--	--	1	--	--	--	--	--	--	1
Physical Education	--	--	--	--	3	--	--	--	--	--	--	3
Secondary Education	--	--	--	--	0	--	--	--	--	--	--	0
Vocational Educ.	--	--	--	--	0	--	--	--	--	--	--	0
Total - Education	22	--	--	--	19	--	--	--	--	--	--	41
TOTAL - ALL SPECIALIST PROGRAMS	22	--	--	--	20	--	--	--	--	--	--	42
DOCTORAL												
Liberal Arts												
Comparative Lit.	--	--	--	--	1	--	--	--	--	--	--	1
Economics	--	--	--	--	8	--	--	--	--	--	--	8
English	--	--	--	--	4	--	--	--	--	--	--	4
History	--	--	--	--	1	--	--	--	--	--	--	1
Philosophy	--	--	--	--	0	--	--	--	--	--	--	0
Psychology	--	--	--	--	7	--	--	--	--	--	--	7
Total - Liberal Arts	--	--	--	--	21	--	--	--	--	--	--	21

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
DOCTORAL (Contd)												
Science												
Anatomy	--	--	--	--	--	--	--	--	--	0	--	0
Bacteriology	--	--	--	--	1	--	--	--	--	--	--	1
Biochemistry	--	--	--	--	--	--	--	--	--	3	--	3
Botany	--	--	--	--	2	--	--	--	--	--	--	2
Chemistry	--	--	--	--	6	--	--	--	--	--	--	6
Mathematics	--	--	--	--	1	--	--	--	--	--	--	1
Microbiology	--	--	--	--	--	--	--	--	--	1	--	1
Pharmacy	--	--	--	--	--	--	--	--	--	4	--	4
Pharmacology	--	--	--	--	--	--	--	--	--	0	--	0
Physics	--	--	--	--	2	--	--	--	--	--	--	2
Physiology	--	--	--	--	--	--	--	--	--	1	--	1
Zoology	--	--	--	--	2	--	--	--	--	--	--	2
Total - Science	--	--	--	--	14	--	--	--	--	9	--	23
Education												
Counselor Educ.	--	--	--	--	5	--	--	--	--	--	--	5
Education Admin.	--	--	--	--	13	--	--	--	--	--	--	13
Elementary Educ.	--	--	--	--	0	--	--	--	--	--	--	0
Higher Education	--	--	--	--	4	--	--	--	--	--	--	4
Physical Education	--	--	--	--	4	--	--	--	--	--	--	4
Secondary Educ.	--	--	--	--	2	--	--	--	--	--	--	2
Vocational Education	--	--	--	--	8	--	--	--	--	--	--	8
Total - Education	--	--	--	--	36	--	--	--	--	--	--	36

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
DOCTORAL (Contd)												
Business												
Business Admin.	--	--	--	--	15	--	--	--	--	--	--	15
Total - Business	--	--	--	--	15	--	--	--	--	--	--	15
Agriculture												
Agronomy	--	--	--	--	4	--	--	--	--	--	--	4
Animal Science	--	--	--	--	0	--	--	--	--	--	--	0
Entomology	--	--	--	--	1	--	--	--	--	--	--	1
Plant Pathology	--	--	--	--	0	--	--	--	--	--	--	0
Total - Agriculture	--	--	--	--	5	--	--	--	--	--	--	5
Engineering												
Engineering	--	--	--	--	8	--	--	--	--	--	--	8
Total - Engineering	--	--	--	--	8	--	--	--	--	--	--	8
Other Programs												
Instrumental Sci.	--	--	--	--	--	--	--	--	--	--	1	1
Interdisciplinary Toxicology	--	--	--	--	--	--	--	--	--	0	--	0
Total - Other Programs	--	--	--	--	--	--	--	--	--	0	1	1
TOTAL - DOCTORAL	--	--	--	--	99	--	--	--	--	9	1	109

Degrees Granted, Baccalaureate and Graduate Colleges and Universities, 1975/76

PROGRAM	ASU	ATU	HSU	SAU	UAF	UALR	UAM	UAPB	UCA	UAMSC	GIT	Total
PROFESSIONAL												
Law	--	--	--	--	130	45#	--	--	--	--	--	175
Medicine - M.D.	--	--	--	--	--	--	--	--	--	120	--	120
Nurse Prac. - Cert.	--	--	--	--	--	--	--	--	--	18	--	18
Intern and Resi. - Cert.	--	--	--	--	--	--	--	--	--	106	--	106
TOTAL - PROFESSIONAL	--	--	--	--	130	45	--	--	--	244	--	419
SUMMARY												
Certificate	1	--	7	--	--	0	--	0	--	66	--	74
Associate	84	5	2	44	52	72	36	2	29	15	--	341
Baccalaureate	960	375	446	218	1,577	473	270	310	619	149	--	5,397
Masters	294	0	155	7	597	57	--	--	241	17	10	1,378
Specialist	22	--	--	--	20	--	--	--	--	--	--	42
Doctoral	--	--	--	--	99	--	--	--	--	9	1	109
Professional	--	--	--	--	130	45	--	--	--	244	--	419
GRAND TOTAL	1,361	380	610	269	2,475	647	306	312	889	500	11	7,760

#major transferred to UALR due to incorporation of EDSL

UNIVERSITY OF ARKANSAS MEDICAL SCIENCES CAMPUS
REPORT OF DEGREES AND CERTIFICATES GRANTED
1975/76

PROGRAM AND MAJOR	DEGREE	NUMBER GRANTED
ASSOCIATE AND CERTIFICATE PROGRAMS		
Biomed. Instrum. Tech.	Cert.	--
Cytotechnology	Cert.	--
Dental Hygiene	Cert.	30
Dietetic Intern	Cert.	14
Emer. Med. Tech.	Cert.	--
Operating Room Tech.	Cert.	12
Respiratory Therapy	Cert.	--
X-ray	Cert.	10
Biomed. Instrum. Tech.	A.S.	5
Emer. Med. Tech.	A.S.	--
Operating Room Tech.	A.S.	2
Respiratory Therapy	A.S.	8
Total - Associate and Certificate Programs		81
BACCALAUREATE PROGRAMS		
Dental Hygiene	B.S.	16
Med. Records Sci.	B.S.	--
Med. Tech.	B.S.	21
Nuclear Med. Tech.	B.S.	1
Nursing	B.S.	46
Pharmacy	B.S.	62
Radiologic Technology	B.S.	3
Total - Baccalaureate Programs		149
MASTERS PROGRAMS		
Anatomy	M.S.	--
Biochemistry	M.S.	--
Biometry	M.S.	--
Communicative Disorders	M.S.	2
Interdisciplinary Toxicology	M.S.	--
Microbiology	M.S.	4
Nursing	M.S.	7

PROGRAM AND MAJOR	DEGREE	NUMBER GRANTED
MASTERS PROGRAMS (CONT'D)		
Pathology	M.S.	--
Pharmaceutical Science	M.S.	2
Pharmacology	M.S.	2
Physiology	M.S.	--
Radiation Science	M.S.	--
Total - Masters Programs		17
DOCTORAL PROGRAMS		
Medicine	MD	120
Anatomy	Ph. D.	--
Biochemistry	Ph. D.	3
Interdisciplinary Toxicology	Ph. D.	--
Microbiology	Ph. D.	1
Pharmacology	Ph. D.	4
Physiology	Ph. D.	1
Total - Doctoral Programs		129
Professional Certificates		
Nurse Practitioner Certificate		18
Intern and Residency Certificate		106
Total - Professional Certificates		124
SUMMARY		
Total Graduates - Associate and Certificate		81
Total Graduates - Baccalaureate		149
Total Graduates - Masters		17
Total Graduates - MD		120
Total Graduates - Ph. D.		9
Total Graduates - Professional Certificates		124
Total Graduates - All Programs		500

APPENDIX C

LEGISLATIVE APPROPRIATIONS FOR SALARIES AND MAINTENANCE FOR ARKANSAS FOUR-YEAR COLLEGES AND UNIVERSITIES 1975 to 1979

INSTITUTIONS	FISCAL YEARS 75/76	76/77	77/78 *	78/79 *
Arkansas State Univ.	9,731,662	11,377,701	11,848,351	12,862,677
Univ. of Arkansas Medical Science Campus	15,008,094	16,222,391	20,005,417	22,795,419
Univ. of Little Rock	6,857,535	8,513,987	11,309,738	12,934,137
Henderson State Univ.	4,312,454	4,759,533	5,359,643	5,754,821
Univ. of Arkansas at Pine Bluff	4,443,069	4,702,222	5,733,032	6,205,447
Arkansas Tech Univ.	3,298,300	3,533,918	3,933,045	4,307,338
Univ. of Central Arkansas	6,299,068	7,118,324	7,620,491	8,436,849
Univ. of Arkansas at Monticello	2,771,366	3,005,916	3,430,782	3,692,641
Univ. of Arkansas at Fayetteville	21,286,802	22,662,897	39,612,728	43,666,743
Southern Arkansas University	2,738,803	2,875,743	3,122,097	3,429,137

* Based on current (July, 1977) estimates of state revenues, approximately $3,400,000 of these appropriations for higher education for fiscal year 1977/78 are not expected to be funded.

LEGISLATIVE APPROPRIATIONS FOR GENERAL IMPROVEMENT AT ARKANSAS COLLEGES AND UNIVERSITIES
1977/78 Biennium *

(1) Southwest Technical Institute		
(a) Equipment purchases	$ 107,000	
Total		$ 107,000
(2) University of Ark. Medical Sci. Campus		
(a) Equipment for Education II	$1,300,00	
Total		$1,300,000
(3) University of Arkansas at Fayetteville		
(a) Kaiser Experimental Station	$ 392,750	
(b) Barnhill Renovation	2,000,000	
(c) Lonoke Ext. & Rest Center Insect Control	250,000	
	$2,642,750	
Total		$2,642,750
(4) Arkansas Tech University		
(a) Roof Repair Reimbursement	$ 40,000	
Total		$ 40,000
TOTAL OF ALL PROJECTS		$4,089,750

* Legislative authority exceeds this total but the amounts shown are current estimates (July, 1977) of state funds to be available.

LEGISLATIVE APPROPRIATIONS FOR GENERAL IMPROVEMENT AT ARKANSAS COLLEGES AND UNIVERSITIES 1976/77 BIENNIUM

(1)	**Arkansas Polytechnic College**		
	(a) Maintenance of various campus buildings	$ 220,810	
	(b) Improvements and repairing parking, curbs, and gutters	249,829	
	(c) Renovating and improving electrical system	250,000	
	(d) Supplemental appropriation for Special Events Building	760,000	
	TOTAL		$1,480,639
(2)	**Arkansas State University-Jonesboro**		
	(a) Constructing and equipping a student pavillion	$ 190,000	
	(b) Maintenance of various campus buildings	26,150	
	(c) Renovating and improving the utilities system	448,000	
	(d) Constructing and equipping livestock facilities	803,901	
	TOTAL		$1,468,051
(3)	**Arkansas State University-Beebe Branch**		
	(a) Maintenance and improvements-State Hall	$ 28,211	
	(b) Constructing and equipping a Physical Education and Fine Arts Building	1,145,764	
	TOTAL		$1,173,975
(4)	**Henderson State University**		
	(a) Maintenance of various campus building	$ 173,231	
	(b) Campus improvements	859,790	
	TOTAL		$1,033,021
(5)	**Southern State College**		
	(a) Maintenance and improvements to various campus buildings and utilities	$ 577,080	
	(b) Renovating, making improvements and equipping the physical plant building	125,000	
	(c) Demolition of various buildings	59,598	
	(d) Supplemental appropriation for constructing or improving facilities for a Fire Training Academy at Camden	884,000	
			$1,645,673

(6)	University of Central Arkansas		
	(a) Constructing and equipping an infirmary	$ 275,000	
	(b) Constructing a Library addition	800,000	
	TOTAL		$1,075,000
(7)	University of Arkansas at Fayetteville		
	(a) Maintenance of various campus buildings	$ 427,615	
	(b) Renovating and making improvements to Memorial Hall	1,500,000	
	(c) Renovating and improving the farm sewer system	200,000	
	(d) Constructing and equipping a Plant Science Building	800,000	
	(e) Construction of a campus electrical system	500,000	
	(f) Construction and equipping, and addition to chiller	500,000	
	(g) Planning for a new Health and Physical Education Building	350,000	
	TOTAL		$4,277,615
(8)	University of Arkansas at Little Rock		
	(a) Maintenance and improvements of various campus buildings	$ 140,000	
	(b) Constructing and equipping a Fine Arts Building	2,500,000	
	(c) Supplemental funds for Library Building	1,592,400	
	(d) Land acquisition	200,000	
	(e) Renovating and making improvements to the Business Administration Building	211,800	
	(f) Making improvements to the Education Building	211,800	
	(g) Purchase of books for Law Library	225,000	
	(h) Constructing and equipping a Nursing Building	300,000	
	TOTAL		$5,381,000
(9)	University of Arkansas at Monticello		
	(a) Maintenance of Forestry Building	$ 69,400	
	(b) Surface improvements at the campus	430,000	
	(c) Renovating and improving the Administration Building and Old Fine Arts Building	259,440	
	(d) Fire station	50,000	
	TOTAL		$ 808,840

(10) University of Arkansas at Pine Bluff		
(a) Maintenance and improvements to campus facilities	$ 650,000	
(b) Renovating and making improvements to the Student Union Building	500,000	
(c) Renovating and making improvements to the Student Services Building	246,000	
(d) Renovating and making improvements to the Infirmary	92,000	
(e) Renovating and making improvements to the Women's Complex	600,000	
(f) Renovating and making improvements to the Science Building	337,000	
(g) Renovating and making improvements to various dormitories	1,000,000	
(h) Constructing and equipping a physical plant warehouse	130,000	
(i) Constructing and equipping an Administration Building	1,000,000	
(j) Constructing and equipping Childress Hall	500,000	
(k) Planning for a new Health and Physical Education Building	240,000	
TOTAL		$5,295,000
(11) University of Arkansas Medical Center		
(a) Maintenance of campus facilities	$ 329,000	
(b) Renovation and making improvements to the Education Building	1,621,000	
TOTAL		$1,950,000
TOTAL INSTITUTIONS OF HIGHER EDUCATION		$25,588,819

State Appropriations For Capital Improvements For
Arkansas State-Supported Colleges and Universities
1973-75 Biennium

Institution	1973 State Appropriations	1974 Special Session	Total State Appropriations	Remaining Amount
CONSTRUCTION				
Arkansas State University				
Library Addition	$ 1,624,000	$ 509,905	$ 2,133,905	$ 2,464,720
Physical Education Building	2,700,000	—	2,700,000	1,300,000
Stadium	700,000	—	700,000	3,000,000
	5,024,000	509,905	5,533,905	6,764,720
Arkansas State University - Beebe Branch				
Fine Arts & Physical Education Building	600,000	243,000	843,000	—
	600,000	243,000	843,000	—
Arkansas Tech University				
Special Events Building	1,987,900	512,100	2,500,000	787,900
Crabaught Building - Additional Cost & Equipment	100,305	—	100,305	—
President's Residence - Furnishing & Renovation	31,000	—	31,000	340,000
	2,119,205	512,100	2,631,305	1,127,900
Henderson State University				
General Steam Plant	290,000	152,445	442,445	134,800
McElhannon Hall - Renovation	600,000	318,653	918,653	200,000
Parking	72,000	41,200	113,200	62,800
Mooney Hall - Renovation	424,000	255,239	679,239	366,000
	1,386,000	767,537	2,153,537	763,600
Southern Arkansas University				
Auditorium - Addition and Renovation	900,000	512,470	2,542,070	987,530
Old Main - Addition and Renovation	1,129,600			
	2,029,600	512,470	2,542,070	987,530
University of Arkansas - Fayetteville				
Plant Science Building	1,670,000	753,290	2,423,290	830,000
Renovate Electrical System	107,000	—	107,000	53,000
Upgrade Primary Electrical System	800,000	—	800,000	700,000
Fine Arts Building Addition	1,340,000	—	1,340,000	385,000
Abattoir	217,000	—	217,000	204,000
Campus Landscaping	400,000	—	400,000	200,000
Business Administration Building	2,028,000	1,500,000	3,528,000	1,772,000
	6,562,000	2,253,290	8,815,290	4,144,000
University of Arkansas at Little Rock				
Library Building - Phase I	1,370,000	1,507,600	3,915,200	1,592,400
Library Building - Phase II	1,037,600			
Land Purchases	800,000	—	800,000	700,000
	3,207,600	1,507,600	4,715,200	2,292,400
University of Akansas at Monticello				
Administration Building	400,000	166,075	566,075	200,000
Memorial Classroom Building - Renovation	76,000	—	76,000	19,000
Animal and Plant Science Building	315,250	140,948	456,198	—
	791,250	307,023	1,098,273	219,000
University of Arkansas at Pine Bluff				
Home Economics and Nursing Building (Supplemental to 1971/73 Biennium)*1	*1	1,935,233 *1	1,935,233	—
Air Conditioning of Buildings	90,000	194,000	284,000	—
Maintenance and Renovation of Buildings	180,000	768,455	948,455	—
Repairs and Improvements	240,000	426,000	666,000	—
Renovation of Buildings	776,000	502,000	1,278,000	—
New Administration Building	600,000	—	600,000	831,000
	1,886,000	3,825,688	5,711,688	831,000

*1 $608,767 was supplemental amount carried over.

State Appropriations For Capital Improvements For
Arkansas State-Supported Colleges and Universities
1973-75 Biennium

Institution	1973 State Appropriations	1971 Special Session	Total State Appropriations	Remaining Amount
CONSTRUCTION (Cont'd.)				
University of Central Arkansas				
Education Building - Phase I	$ 1,170,000	$	$	$
Education Building - Phase II	265,600	439,500	1,875,100	761,900
Health Science Building	1,034,400	387,900	1,422,300	905,100
	2,470,000	827,400	3,297,400	1,667,000
TOTAL - SENIOR COLLEGES	$26,075,655	$11,266,013	$37,341,668	$18,797,150
University of Arkansas Medical Sciences Campus				
Technical and Scientific Equipment		2,000,000	2,000,000	—
Medical Education Building	10,590,000			
Old Education Wing - Renovation	349,000			
University Hospital - Renovation and Equipment	5,800,000	8,300,000	26,449,000	—
Outpatient Clinic & Emer. Room Renovation	1,178,000			
Central Power Plant - Addition	232,000			
TOTAL - MED. SCIENCES CAMPUS	$18,149,000	$10,300,000	$28,449,000	—
GRAND TOTAL - CONSTRUCTION	$44,224,655	$21,566,013	$65,790,668	$18,797,150

APPENDIX D

Arkansas State University

* Counties from which institution draws 90% of in-state students

[redacted] IM[redacted] IN[redacted]TU[redacted]NA[redacted]ER[redacted]E [redacted]CA[redacted]

Arkansas State University- Beebe

* Counties from which institution draws 90% of in-state students

185

186

Arkansas Tech University

*Counties from which institution draws 90% of in-state students

PRIMARY INSTITUTIONAL SERVICE AREA*
East Arkansas Community College

189

190

*Counties from which institution draws 90% of in-state students

PRIMARY INSTITUTIONAL SERVICE AREA*
Garland County Community College

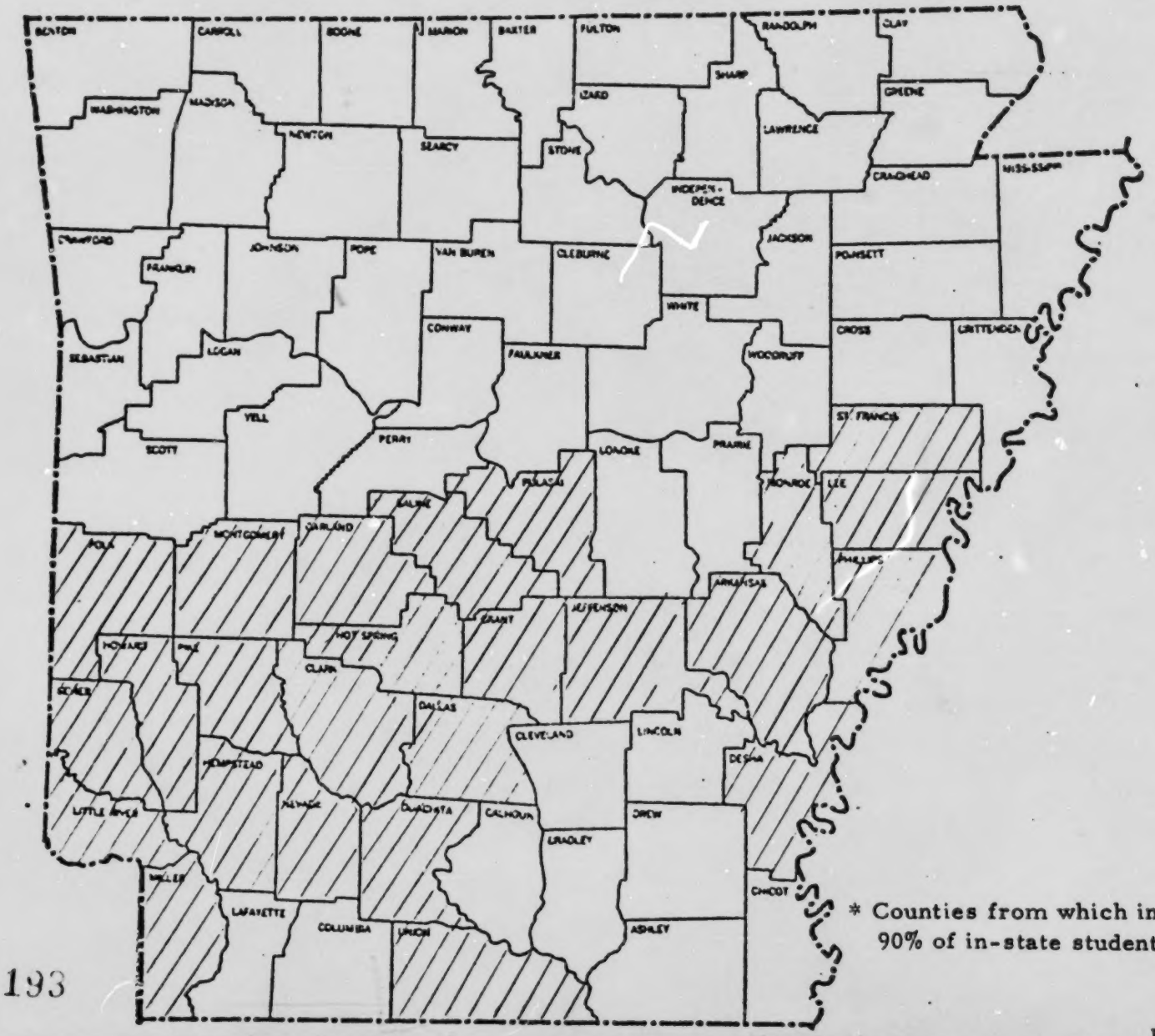
191

192

*Counties from which institution draws 90% of in-state students

PRIMARY INSTITUTIONAL SERVICE AREA*

Henderson State University



* Counties from which institution draws 90% of in-state students

193

194

[redacted] INSTITUTE [redacted] SERVICE *

Mississippi County Community College

195

196

*Counties from which institution draws 90% of in-state students

D-7

PRIMARY INSTITUTIONAL SERVICE AREA *
North Arkansas Community College

197

198

*Counties from which institution draws 80% of in-state students

[redacted] INSTITUTIONAL SERVICE AREA

Phillips County Community College

199

200

*Counties from which institution draws 90% of in-state students

PRIMARY INSTITUTIONAL SERVICE AREA

Southern Arkansas University

* Counties from which institution draws 90% of in-state students

201

202

[redacted] IM[redacted] I[redacted]TU[redacted]ON [redacted]SE[redacted]CE [redacted]EA[redacted]

Southern Arkansas University, El Dorado Branch

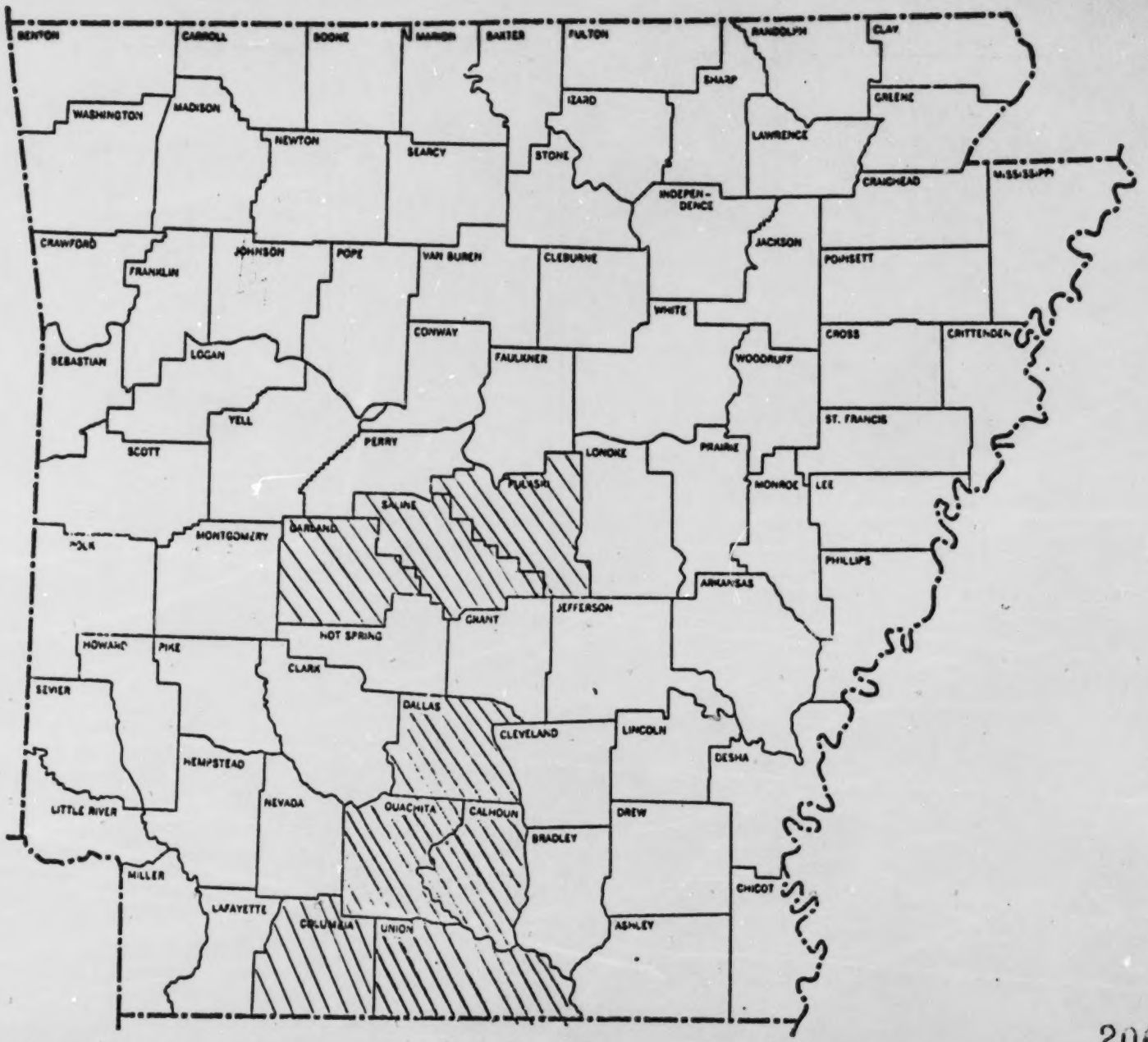
203

204

* Counties from which institution draws 90% of in-state students

D-11

Southwest Technical Institute, Division of Southern Arkansas University



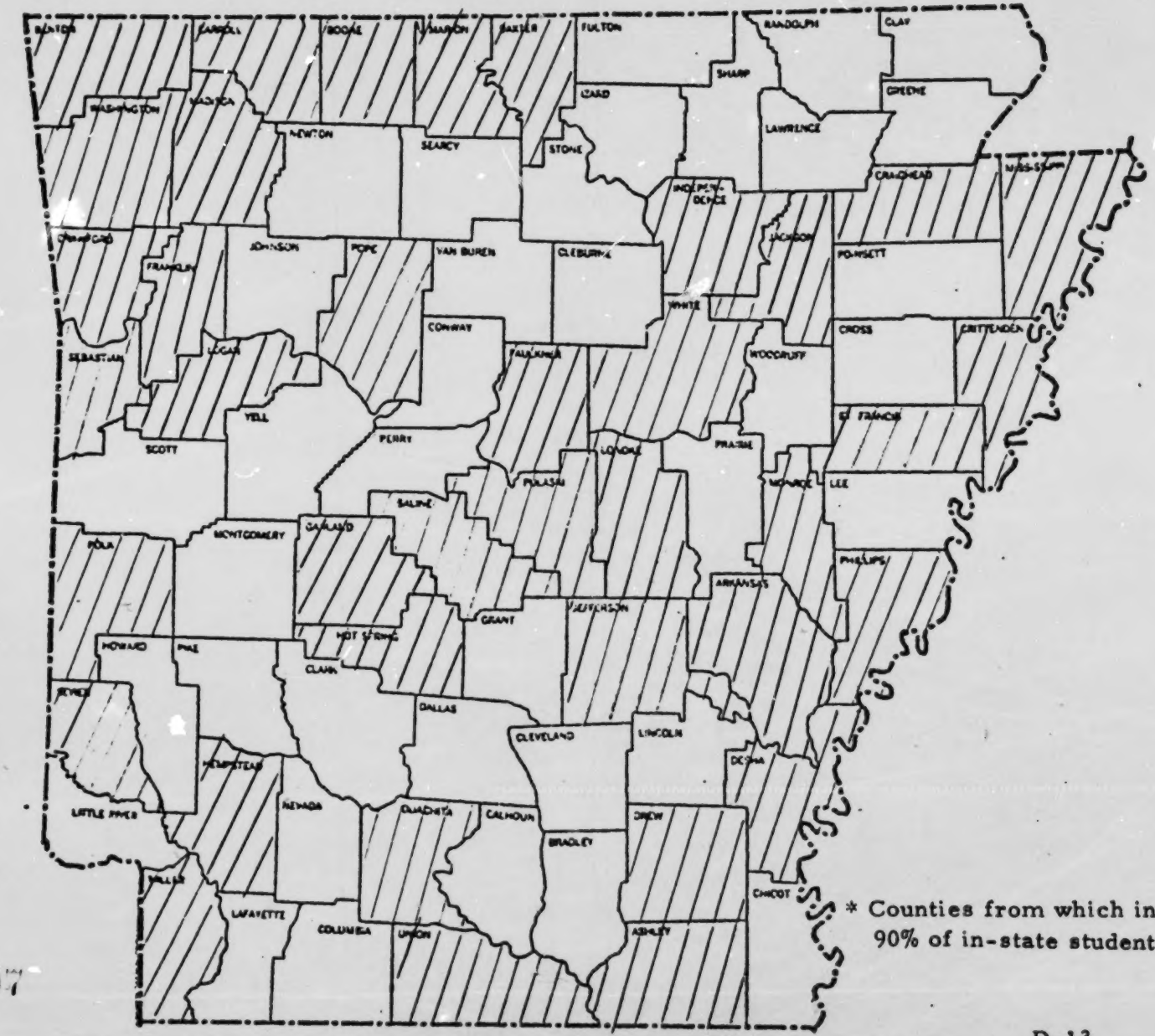
205

206

* Counties from which institution draws 63% of in-state students

[redacted] INSTITUTIONAL SERVICE AREA

University of Arkansas at Fayetteville



* Counties from which institution draws 90% of in-state students

[redacted]

University of Arkansas at Little Rock

* Counties from which institution draws 90% of in-state students

209

210

University of Arkansas at Monticello

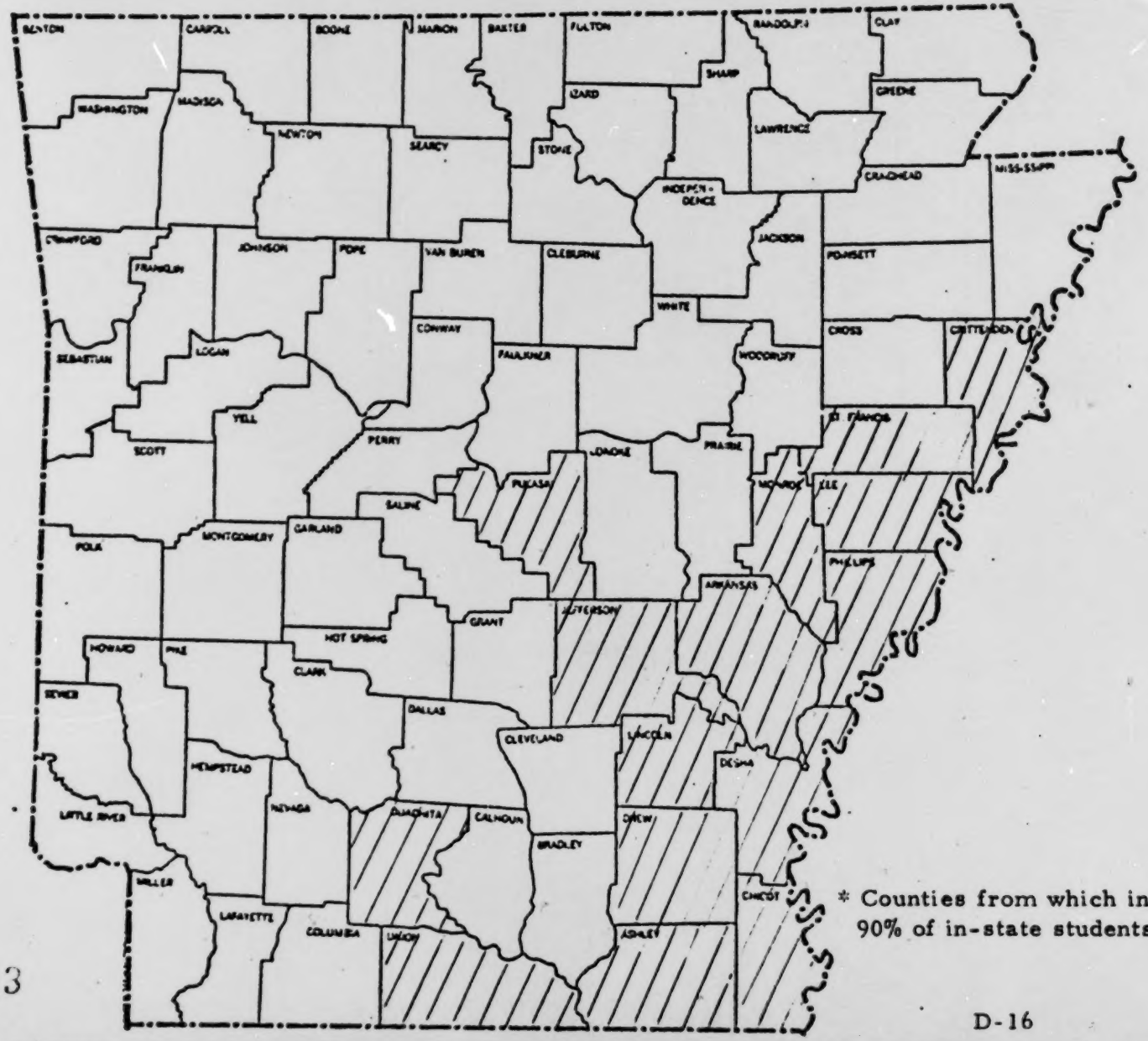
* Counties from which institution draws 90% of in-state students

211

212

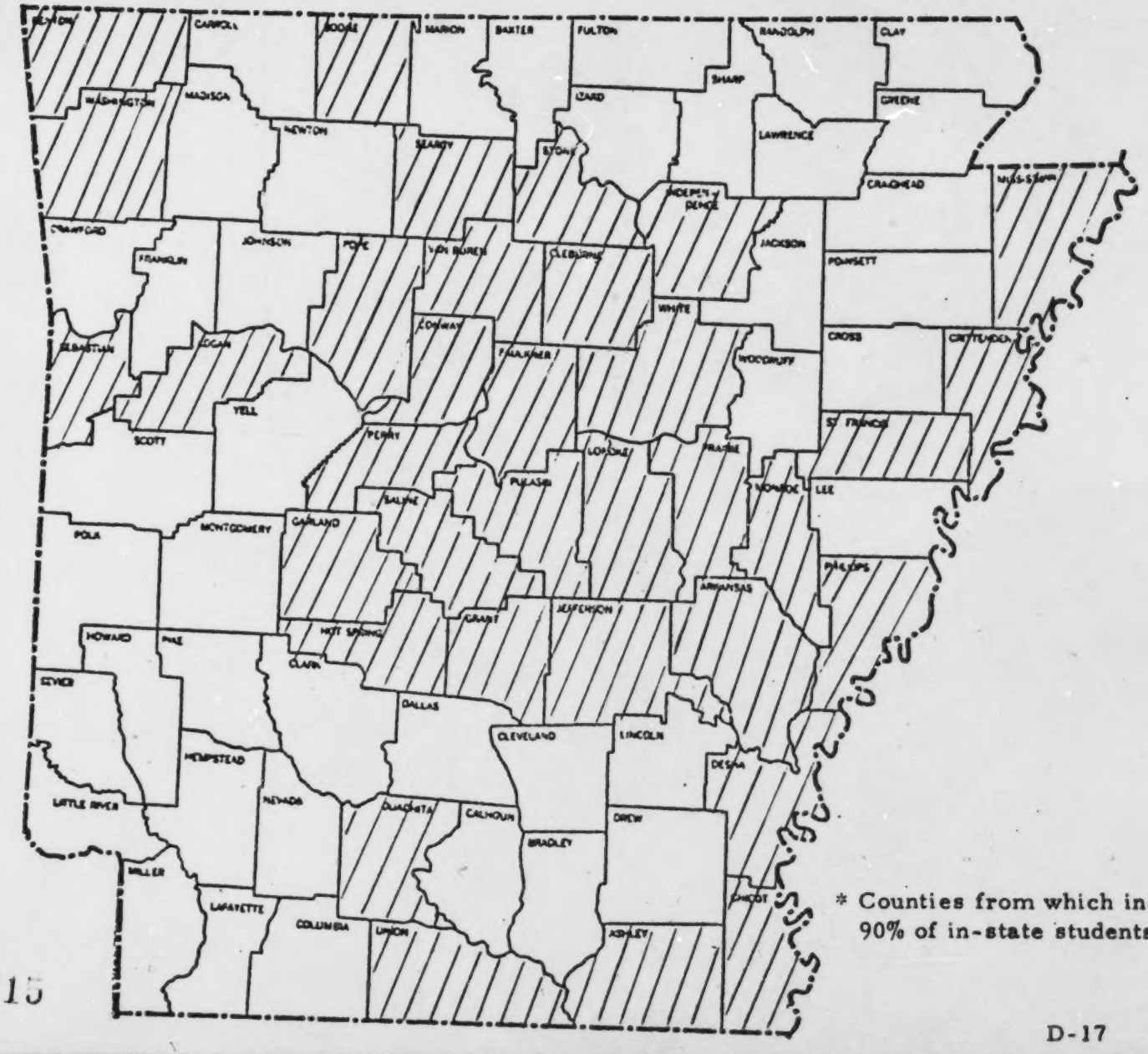
PRIMARY INSTITUTIONAL SERVICE AREA*

University of Arkansas at Pine Bluff



* Counties from which institution draws 90% of in-state students

University of Central Arkansas



* Counties from which institution draws 90% of in-state students

[redacted] INSTITUTIONAL SERVICE AREA

Westark Community College

217

218

*Counties from which institution draws 90% of in-state students

TOTAL NUMBER OF STUDENTS BY COUNTY ATTENDING
ARKANSAS INSTITUTIONS OF HIGHER EDUCATION
Fall, 1976

	ATU	ASU	ASU Beebe	HSU	SAU	UA	UALR	UAM	UAPB	UCA	CCCC	WCC	NACC	PCCC	MCCC	EL DORADO	STI	EACC
Arkansas	5	67	8	29	1	97	20	41	45	82	1			4				
Ashley	0	15	0	18	19	76	1	160	31	32							3	
Baxter	12	36	1	1	0	102	3	2	0	14			29					
Benton	37	10	0	10	0	843	5	4	0	34		13	2		1		1	
Boone	22	7	0	2	0	202	2	0	0	65			506					
Bradley	0	2	0	16	5	34	5	165	19	17		1						
Calhoun	0	0	0	7	28	3	1	31	4	0							15	
Carroll	20	1	1	2	0	125	1	0	0	20			77					
Chicot	4	18	0	23	3	50	11	104	73	32							2	
Clark	2	2	2	674	6	53	9	2	0	10	9						3	
Clay	2	224	2	0	0	30	0	1	1	8				1			2	
Cleburne	8	8	8	0	0	43	1	3	0	98								
Cleveland	1	2	0	7	3	17	1	62	23	7							5	
Columbia	3	5	0	20	659	48	3	2	16	17						1	10	
Conway	100	3	1	4	0	40	6	0	19	175		3						
Craighead	4	1885	0	1	0	86	4	1	1	11		1			6		3	2
Crawford	37	3	0	2	0	118	1	5	0	16		420	1					
Crittenden	5	338	0	21	0	90	4	1	61	43								31
Cross	2	159	1	3	2	31	0	2	14	16		1	1	7			2	125
Dallas	0	13	1	50	11	16	1	26	20	25							17	
Desha	6	14	0	33	3	56	7	156	61	27		1		4			2	
Drew	0	3	0	7	4	58	2	371	28	11	2						2	
Faulkner	18	13	27	3	1	106	31	5	5	904		2					5	
Franklin	69	0	0	0	0	80	0	0	0	13		71					1	
Fulton	3	51	7	1	1	10	1	0	0	7			1				2	
Garland	38	49	4	239	10	257	59	13	8	93	1296	6		1			12	
Grant	1	1	2	32	4	19	56	7	9	60	3						1	
Greene	4	444	0	1	0	43	2	0	0	9							1	
Hempstead	2	10	1	90	59	78	4	1	13	21							1	
Hot Spring	2	4	2	289	2	61	17	8	0	39	41						3	
Howard	1	0	0	62	32	41	2	6	3	20							2	
Independence	3	97	9	1	0	81	3	2	0	59		1						
Izard	1	55	7	2	4	34	1	1	0	12			5					
Jackson	5	186	6	2	1	63	2	0	2	18							2	
Jefferson	17	98	1	55	22	338	143	165	1636	190	2	2					6	
Johnson	93	5	0	0	0	53	0	0	0	12		4	2					
Lafayette	1	2	0	24	90	21	1	0	7	8							3	
Lawrence	7	274	1	0	0	35	2	1	0	6								
Lee	7	86	0	38	1	42	10	3	63	15				88			2	66
Lincoln	0	16	0	6	2	24	2	73	83	11					1		3	
Little River	2	1	0	37	11	45	0	8	8	12							4	
Logan	111	2	1	3	0	58	1	2	0	60					1		2	
Lonoke	7	47	159	21	1	75	98	4	23	146							1	
Madison	2	1	0	1	0	112	0	0	0	2			1					
Marion	10	12	1	0	0	60	1	0	0	17			57				1	
Miller	0	4	1	55	53	87	4	3	13	21							2	

TOTAL NUMBER OF STUDENTS BY COUNTY ATTENDING ARKANSAS INSTITUTIONS OF HIGHER EDUCATION

Fall, 1976

	ATU	ASU	ASU Beebe	HSU	SAU	UA	UALR	UAM	UAPB	UCA	CCCC	WCC	NACC	PCCC	MCCC	EL DORADO	STI	EACC
Mississippi	9	532	0	14	4	134	10	14	18	47					709		2	29
Monroe	3	54	1	25	6	54	10	3	41	51				25	1		1	
Montgomery	10	1	0	39	6	21	0	3	0	3	17						3	
Nevada	0	1	0	67	60	29	1	2	3	8							5	
Newton	20	0	0	0	0	23	1	0	0	8			57					
Ouachita	6	10	0	15	240	79	8	36	52	40						7	220	
Perry	15	1	0	0	1	10	5	0	0	52								
Phillips	9	118	1	43	1	107	12	12	116	87				1377			3	1
Pike	1	4	0	7	12	23	0	3	0	15	5						1	
Poinsett	2	353	1	6	0	41	1	0	7	16	1				5		5	2
Polk	18	1	0	35	9	61	0	1	0	14		3						
Pope	107	3	0	4	0	119	4	6	0	66		5					5	
Prairie	2	39	33	5	0	26	15	2	2	31	2						1	
Pulaski	143	267	146	192	15	1349	7287	54	62	1121	6	4	1	1			21	1
Randolph	0	217	0	0	0	28	2	2	0	8		1						
Saline	18	27	3	91	7	102	379	8	2	104	8	1					10	
Scott	31	1	0	3	0	25	0	3	0	10		49						
Searcy	27	5	0	0	0	19	0	1	0	56			37				2	
Sebastian	123	7	1	10	3	229	14	7	1	67		2325	1					
Sevier	9	1	0	51	20	65	2	4	2	11							1	
Sharp	0	27	3	1	0	19	0	2	0	4								
St. Francis	14	157	4	25	0	68	5	9	82	40	1	1		7				578
Stone	6	20	2	1	0	5	1	4	0	65			4					
Union	5	14	0	77	278	100	13	10	40	38						309	15	
Van Buren	15	5	8	1	0	11	2	1	1	88							2	
Washington	24	7	2	6	2	427	19	9	0	27		11	6					
White	6	112	31	5	0	66	40	2	1	121		1		2			1	
Woodruff	1	57	5	3	0	17	0	4	20	9		1					1	5
Yell	11	1	1	2	6	3	5	1	0	16		2					1	

APPENDIX E

ANALYSIS OF NUMBER CERTIFICATE AND DEGREE PROGRAMS OFFERED BY TWO-YEAR INSTITUTIONS IN ARKANSAS, 1976/77

INSTITUTION	CERTIFICATE	ASSOCIATE
East Arkansas Community College	12	14
Garland County Community College	7	11
Mississippi County Community College	7	7
North Arkansas Community College	5	11
Phillips County Community College	11	19
Southern Arkansas University, El Dorado Branch	0	2
Southwest Technical Institute, Division of Southern Arkansas Univ.	0	11
Westark Community College	12	13
Arkansas State University - Beebe	1	12
Total	55	100

ANALYSIS OF NUMBER OF DEGREE PROGRAMS OFFERED BY FOUR-YEAR INSTITUTIONS IN ARKANSAS, 1976/77 *1

Institution	F. T. E. Enrollment	Cert.	Assoc.	Bach.	Masters	Ph.A. *3 Ed.S *4	Doct.	1st. Prof.
Arkansas State University	6,410	2	4	64	30	3	0	0
Arkansas Tech University *2	2,321	0	3	35	9	0	0	0
Henderson State University	2,847	0	4	53	20	0	0	0
Southern Arkansas University *2	1,702	0	5	57	7	0	0	0
University of Arkansas	10,742	1	2	106	70	3	19	1 (Law)
University of Arkansas at Little Rock	8,365	0	8	70	4	0	0	1 (Law)
University of Arkansas at Monticello *2	1,651	0	3	30	0	0	0	0
University of Arkansas at Pine Bluff	2,741	1	3	39	0	0	0	0
Univ. of Ark. Med Sciences Campus	NA	8	4	7	12	0	7	1 (Med.)
University of Central Arkansas	4,836	0	3	78	29	0	0	0
Total	41,615	12	39	539	181	6	26	3

*1 Total SSCH divided by 30, DHE
*2 Comparable in size and breadth
*3 Associate of Philosophy
*4 Educational Specialist

Arkansas State University

Major	Degree
Certificate	
Printing	
Secretarial Science	
Associate	
Nursing	AASN
Office Admin.	AS
Secretarial Science	AS
Baccalaureate	
Accounting	BS
Agric. Bus. & Economics	BSA
Agric. Education	BSA
Agric. Engineering	BSAE
Animal Science	BSA
Art	BS, BSE, BFA
Biology	BS
Botany	BS
Business Data Processing	BS
Business Education	BSE
Chemistry	BS
Composition (Emphasis)	BM
Criminology	BA
Dramatic Arts	BFA
Early Childhood Education	BSE
Economics	BA, BS
Elementary Education	BSE
English	BA, BSE
Finance	BS
French	BA, BSE
Gen. Agriculture	BSA
Gen. Business	BS
Gen. Science	BSE
Geography	BA
History	BA
Instrumental Music (Emphasis)	BM, BME
Journalism	BS
Keyboard Music (Emphasis)	BM
Management	BS
Marketing	BS

Arkansas State University (Continued)

Baccalaureate (Continued)

Mathematics	BS, BSE
Medical Technology	BS
Nursing	BSN
Philosophy	BA
Physical Education	BSE
Physical Science	BS
Physics	BS
Plant Science	BSA
Political Science	BA
Printing	BS, BSE
Psychology	BS
Public Relations	BS
Radio-TV	BS
Real Estate & Insurance	BS
Office Administration	BS
Social Science	BSE
Social Work	BA
Sociology	BA
Spanish	BA, BSE
Special Education-Elem.	BSE
Speech Communication	BA, BSE
Speech Pathology	BSE
Technology & Mgmt.	BS
Urban & Regional Affairs	BA
Wildlife Management	BS
Vocal Music (Emphasis)	BM, BME
Zoology	BS

Masters

Agric. Education	MSE
Biology	MS, MSE
Business Administration	MBA
Business Education	MSE
Chemistry	MS, MSE
Counselor Education	MSE
Early Childhood Education	MSE
Education Administration	MSE
Elementary Education	MSE
English	MA, MSE
History	MA
Mathematics	MS, MSE

Arkansas State University (Continued)

Masters (Continued)

Music	MME
Physical Education	MSE
Political Science	MA
Reading	MSE
Rehab. Counseling	MRC
Social Science	MSE
Sociology	MA
Spec. Ed. (Behavior Disorders)	MSE
Spec. Ed. (M. R.)	MSE
Spec. Ed. (L. D.)	MSE
Speech Pathology	MSP

Specialist

Commun. Coll. Teaching	SCCT
Counselor Ed.	Ed. S.
Educ. Administration	Ed. S.

Arkansas State University- Beebe

Major	Degree

Certificate

Secretarial Studies	

Associate

Agriculture	AA
Biological Science	AA
Business and Commerce Technology.	AA
Business and Management	AA
Cooperative Program with Vo/Tech	AAS
General Education	AA
Mathematics	AA
Physical Education	AA
Physical Science	AA
Social Science	AA
Speech and Theater	AA

Arkansas Tech University

Major	Degree
Associate	
Nursing	AS
Secretarial Science	AS
Baccalaureate	
Accounting	BS
Agric. Business	BS
Art	BA
Art Education	BA
Biological Sci.	BS
Biology	BS
Business Admin.	BS
Business Educ.	BS
Chemistry	BS
Computer Sci.	BS
Creative Writing	BFA
Economics & Finance	BS
Elementary Educ.	BS
English	BA
Fisheries & Wildlife Mgmt.	BS
Engineering	BS
Geology	BS
Health & Physical Educ.	BS
History & Political Sci.	BA
Journalism	BA
Management Sci.	BS
Mathematics	BS
Medical Record Sci.	BS
Medical Technology	BS
Music	BA
Music Educa.	BA
Nursing	BS
Office Management	BS
Park Admin.	BS
Physical Science	BS
Psychology	BA
Recreation Admin.	BS
Rehabilitation Sci.	BA
Sociology	BA
Speech	BA

Arkansas Tech University (Continued)

Masters

Biological Science	M. Ed.
Elementary Education	M. Ed.
English	M. Ed.
Mathematics	M. Ed.
Music	M. Ed.
Physical Education	M. Ed.
Physical Science	M. Ed.
Social Studies	M. Ed.

Henderson State University

Major	Degree
Associate	
Secretarial Studies	AA
Career Studies	AA
Child Care Services	AA
Hospitality Industry Management	AA
Baccalaureate	
Accounting	BA, BSBA
Advertising Design	BFA
Art	BA, BSE
Aviation	BS
Biology	BA, BS, BSE
Business Education	BSE
Chemistry	BS, BSE
Composition & Theory	BM
Communication Disorders	BA, BS
Economics	BSBA
Elementary Education	BSE
English	BA, BSE
French	BA, BSE
Gen. Business	BSBA
Gen. Science	BSE
History	BA
Home Econ.	BA, BSE
Instrum. Music (Emphasis)	BM, BME
Journalism	BA, BSE
Management	BSBA
Marketing	BSBA
Mathematics	BA, BS, BSE
Med. Technol.	BS
Music Therapy	BME
Nursing	BS
Physical Education	BA, BSE
Physics	BS, BSE
Political Science	BA
Psychology	BA
Recreation	BS
Social Science	BSE
Social Work	BS
Sociology	BA
Spanish	BA, BSE

Henderson State University (Continued)

Baccalaureate (Continued)

Speech & Drama	BA, BSE
Vocal Music (Emphasis)	BM, BME
Women's Studies/Sociology	BA

Masters

Biology	MS, MSE
Business Administration	MBA
Business Education	MSE
Counselor Education - Elem.	MSE
Counselor Education - Second	MSE
Elementary Administration	MSE
Elementary Education	MSE
English	MSE
Mathematics	MSE
Music	MME
Physical Education	MSE
Physical Science	MSE
Social Agency Counseling	MS
Social Science	MSE
Sociology	MS
Special Educ. -Learning Disabilities	MSE
Special Educ. -Mentally Retarded	MSE
Speech & Drama	MSE

Southern Arkansas University

Major	Degree
Associate	
Agriculture	AS
General Studies	AA
Industrial Technology	AA
Nursing	AS
Vocational Office Occupations	AA
Baccalaureate	
Accounting	BBA
Applied Studies	BAS
Art	BA, BSE
Biological Science	BA, BS, BSE
Biological Science-Agric.	BS
Business-Agriculture	BBA
Business Education	BSE
Chemistry	BA, BS, BSE
Chemistry-Agriculture	BS
Communication (Mass)	BA
Distributive Education	BSE
Economics	BBA
Elementary Education	BSE
English	BA, BSE
Finance	BBA
General Business	BBA
General Science	BS, BSE
Health, Phys. Ed., & Recreation	BSE
History	BA, BS
Industrial Education	BSE
Industrial Management	BBA
Instrumental Music (Emphasis)	BME
Management	BBA
Marketing	BBA
Mathematics	BA, BS, BSE
Medical Technology	BS
Music	BA
Office Administration	BBA
Physics	BA, BS, BSE
Physics-Engineering	BA, BS
Piano (Emphasis)	BME
Political Science	BA, BS
Psychology	BA, BS
Recreation & Commun. Services	BS
Regional Studies	BS

Southern Arkansas University (Continued)

Baccalaureate (Continued)

Social Studies	BSE
Social Work (Emphasis)	BA, BS
Sociology	BA, BS
Spanish	BA, BSE
Speech	BSE
Theater	BA
Vocal Music (Emphasis)	BME
Geography	BS

Masters

Business Education	M.Ed.
Counseling & Guidance-Elem.	M.Ed.
Counseling & Guidance-Second.	M.Ed.
Elementary Education	M.Ed.
General Science	M.Ed.
Health, Phys. Educ., & Recreation	M.Ed.
Mathematics	M.Ed.

University of Arkansas at Fayetteville

Major	Degree
Certificate	
Secretarial Studies	
Associate	
Nursing	ADN
Surveying	AS
Baccalaureate	
Accounting	BSBA
Accounting/Data Processing	BSBA
Administrative Mgmt.	BSBA
Agric. Business	BSA
Agric. Economics	BSA
Agric. Education	BSE
Agric. Engineering	BSAgE
Agric. Journalism	BSA
Agric. Mechanization	BSA
Animal Nutrition	BSA
Animal Science	BSA
Anthropology	BA
Architecture	B. Arch.
Architectural Studies	BA
Art	BA
Bacteriology	BA, BS
Botany	BA, BS
Business Economics	BSBA
Business Education	BSE
Business & Office Education	BSE
Chemical Engineering	BSChE
Chemistry	BA, BS
Child Devel. & Fam. Relations	BSHE
Civil Engineering	BSCE
Classical Studies	BA
Clothing & Textiles	BSHE
Computer Science	BS
Dairy Science	BSA
Dance Education	BSE
Data Processing	BSBA
Deaf Education	BSE
Distributive Education	BSE
Domestic Animal Biology	BSA

University of Arkansas at Fayetteville (Continued)

Baccalaureate (Continued)

Earth Science	BA, BS
Economics	BA
Electrical Engineering	BSEE
Elementary Education	BSE
Engineering Science	BSES
English	BA
Entomology	BSA
Environmental Science	BSA, BS
Exec. Secretarial Studies	BSBA
Finance & Banking	BSBA
Finance & Insurance	BSBA
Finance & Real Estate	BSBA
Food Science	BSA
Foods & Nutrition	BSHE
French	BA
General Agriculture	BSA
General Business	BSBA
General Home Econ.	BSHE
Geography	BA
Geology	BA, BS
German	BA
Health Education	BSE
History	BA
Home Economics Educ.	BSE, BSHE
Horticulture	BSA
Housing & Interior Design	BSHE
Industrial Education	BSE
Industrial Engineering	BSIE
Industrial Management	BSIM
Journalism	BA
Landscape Architecture	BLA
Landscape Design & Urban Hort.	BSA
Marketing	BSBA
Mathematics	BA, BS
Mechanical Engineering	BSME
Medical Science	BA, BS
Mentally Retarded Educ.	BSE
Music	BA, BM
Natural Science	BA, BS
Personnel Management	BSBA
Philosophy	BA
Physical Education	BSE
Physics	BA, BS
Plant Pathology	BSA
Plant Protection	BSA

University of Arkansas at Fayetteville (Continued)

Baccalaureate (Continued)

Political Science	BA
Poultry Science	BSA
Psychology	BA
Public Administration	BSPA
School Librarian	BSE
Social Welfare	BA
Sociology	BA
Soil Science	BSA
Spanish	BA
Speech & Dramatic Art	BA
Speech Pathol. -Audiology	BA
Transportation	BSBA
Urban & Regional Studies	BA
Vocational Agric. Educ.	BSA
Zoology	BA, BS

Masters

Accounting	MS
Adult Education	M. Ed.
Agricultural Economics	MS
Agricultural Engineering	MSAgE
Agricultural Science	MS
Agronomy	MS
Animal Sciences	MS
Anthropology	MA
Art	MFA
Bacteriology	MA, MS
Botany	MA, MS
Business Administration	MBA
Chemical Engineering	MSChE
Chemistry	MS
Civil Engineering	MSCE
Comparative Literature	MA
Computer Science	MS
Counselor Education	M. Ed.
Creative Writing	MFA
Economics	MA
Education	M. Ed.
Educational Administration	M. Ed.
Electrical Engineering	MSEE
Elementary Education	M. Ed.
Engineering	MSE
Engineering Science	MSES
English	MA

University of Arkansas at Fayetteville (Continued)

Masters (Continued)

Entomology	MS
Environmental Engineering	MSEn. E.
Food Science	MS
French	MA
Geography	MA
Geology	MS
German	MA
Health Education	M. Ed.
Higher Education	M. Ed.
History	MA
Home Economics	MS
Horticulture	MS
Humanities	MA
Industrial Engineering	MSIE
Instructional Resources	M. Ed.
International Relations (overseas program)	MA
Management (overseas program)	MS
Mathematics	MA, MS
Mechanical Engineering	MSME
Music	MM
Music Education	M. Ed.
Natural Science	MS
Operations Mgmt. (Blytheville AFB)	MS
Operations Research	MSOR
Philosophy	MA
Physical Education	M. Ed.
Physics	MA, MS
Plant Pathology	MS
Political Science	MA
Psychology	MA
Public Administration	MPA
Recreation	M. Ed.
Rural Sociology	MS
Secondary Education	M. Ed.
Sociology	MA
Spanish	MA
Special Education	M. Ed.
Speech & Dramatic Arts	MA
Speech Pathology/Audiology	MA
Statistics	MS
Translation	MFA
Vocational Education	M. Ed.
Zoology	MS

Doctoral

Agronomy	Ph. D.
Animal Sciences	Ph. D.
Bacteriology	Ph. D.
Botany	Ph. D.
Business Administration	Ph. D.
Chemistry	Ph. D.
Comparative Literature	Ph. D.
Economics	Ph. D.
Education	Ed. D.
Engineering	Ph. D.
English	Ph. D.
Entomology	Ph. D.
Education	Ed. D.
Areas of Specialization:	
Counselor Education	
Education Administration	
Elementary Education	
Higher Education	
Physical Education	
Secondary Education	
Vocational Education	
History	Ph. D.
Mathematics	Ph. D.
Philosophy	Ph. D.
Physics	Ph. D.
Psychology	Ph. D.
Zoology	Ph. D.
Plant Pathology	Ph. D.

Specialist

Education	Ed. S.
Areas of Specialization:	
Adult Education	
Counselor Education	
Educational Administration	
Elementary Education	
Higher Education	
Physical Education	
Secondary Education	
Vocational Education	

Associate of Philosophy

English	Ph. A.
History	Ph. A.

Professional

Law	J. D.

University of Arkansas at Little Rock

Major	Degree
Associate	
Early Childhood Education	AA
Engineering	AS
Engineering Technology	AS
General Studies	AA
Law Enforcement	AA
Marketing	AS
Nursing	AS
Office Administration	AS
Baccalaureate	
Accounting	BS
Advertising	BBA
Art	BA, BSE
Biology	BS, BSE
Business Education	BSE
Chemistry	BA, BS, BSE
Computer Science	BS
Criminal Justice	BA
Economics	BBA
Elementary Education	BSE
Engineering Physics	BS
Engineering Technology	BS
English	BA, BSE
Environmental Health	BS
Finance	BBA
Foreign Language	BSE
French	BA, BSE
General Business	BBA
German	BSE
Gerontology	BA
Health, Physical Education, and Recreation	BS, BSE
Health Education (Emphasis)	BS, BSE
History	BA
Industrial Management	BS
Insurance (Emphasis)	BBA
International Studies	BA
Journalism	BA
Liberal Arts	BA

Baccalaureate (Continued)

Management	BBA
Marketing	BBA
Mathematics	BA, BS, BSE
Music	BA, BME
Office Administration	BBA
Organ (Emphasis)	BM
Philosophy	BA
Physical Education (Emphasis)	BS, BSE
Physical Science	BSE
Physical Therapy	BS
Physics	BA, BS, BSE
Piano (Emphasis)	BM
Political Science	BA
Professional and Technical Writing	BA
Psychology	BA
Real Estate (Emphasis)	BBA
Recreation Education (Emphasis)	BS, BSE
Science	BSE
Social Studies	BSE
Sociology and Anthropology	BA
Spanish	BA, BSE
Speech Communication	BA, BSE
Theater Arts	BA
Violin (Emphasis)	BM
Voice (Emphasis)	BM

Masters

Communicative Disorders	MS with UAMSC
Criminal Justice	MA
Business Administration	MBA
Elementary Education	MEd
Public Administration	MPA with UAF
Social Work	MSW

Professional

Law	Juris Doctor

University of Arkansas at Monticello

Major	Degree
Associate	
Nursing	ADN
Office Administration	AS
Quantitative Controls & Management Sci.	AS
Baccalaureate	
Accounting	BS
Agriculture	BS
Art	BA
Biology	BS
Business Educ.	BS
Chemistry	BS
Earth Science	BS
Economics	BS
Elementary Educ.	BA
English	BA
Forestry	BS
French	BA
Gen. Business	BS
Gen. Science	BS
Health, Phys. Ed., & Recreation	BS
History	BA
Industrial Mgmt.	BS
Marketing	BS
Mathematics	BS
Medical Science	BS
Medical Technology	BS
Music	BA
Office Administration	BS
Physical Science	BS
Physics	BS
Political Sci.	BA
Psychology	BS
Speech & Dramatic Art	BA
Wildlife & Fisheries Mgmt.	BS
History and Social Studies	BA

University of Arkansas at Pine Bluff

Major	Degree
Certificate	
Vocational Arts	
Associate	
Early Childhood Education	AA
Industrial Technology	AA
Law Enforcement	AA
Baccalaureate	
Accounting	BS
Agricultural Economics	BS
Agricultural Education	BS
Animal Science	BS
Art	BA, BS
Biological Science	BS
Biology	BA, BS
Business Administration	BS
Business Education	BS
Chemistry	BA, BS
Child Development	BS
Clothing & Textiles	BS
Early Childhood Education	BS
Economics	BS
Educational Media	BS
Elementary Education	BS
English	BA, BS
French	BA, BS
History	BA, BS
Home Economics	BS
Humanities	BA
Industrial Arts	BS
Institutional Dietetics	BS
Instrumental Music (Emphasis)	BS
Mathematics	BA, BS
Medical Technology	BS
Nursing	BS
Philosophy	BA
Physical Science	BS
Physics	BS
Piano (Emphasis)	BS

University of Arkansas at Pine Bluff (Continued)

Baccalaureate (Continued)

Plant & Soil Science	BS
Political Science	BA
Psychology	BS
Social Science	BS
Social Welfare	BA
Sociology	BA
Special Education-Mentally Retarded	BS
Speech & Drama	BA, BS
Trade & Industrial Education	BS
Vocal Music (Emphasis)	BS

University of Central Arkansas

Major	Degree
Associate	
Correctional Therapy	AA
Office Administration	AA
Baccalaureate	
Accounting	BBA
Art	BA, BSE
Biology	BS, BSE
Business Administration	BBA
Business Education	BSE
Chemistry	BS, BSE
Correctional Therapy	BCT
Early Childhood Education	BSE
Economics	BS, BBA
Elementary Education	BSE
Elementary -Special Education	BSE
English	BA, BSE
French	BA, BS, BSE
General Science	BS, BSE
Geography	BA, BS
Health Education	BS, BSE
History	BA, BS
Home Economics	BS, BSE
Industrial Education	BSE
Industrial Technology	BS
Instrumental Music (Emphasis)	BM, BME
Journalism	BA, BS, BSE
Management	BBA
Manual Arts Therapy	BS
Marketing	BBA
Mathematics	BA, BS, BSE
Medical Technology	BS
Nursing	BS
Occupational Therapy	BS
Office Administration	BBA
Philosophy	BA, BS
Physical Education	BS, BSE
Phys. Educ. & Recreation for Handicapped	BSE
Physical Science	BS, BSE
Physical Therapy	BS
Physics	BS, BSE
Piano or Organ (Emphasis)	BM, BME

University of Central Arkansas (Continued)

Baccalaureate (Continued)

Political Science	BA, BS
Psychology	BA, BS
Public Administration	BS
Radiological Technology	BS
Respiratory Therapy	BS
Social Studies	BSE
Sociology	BA, BS
Spanish	BA, BS, BSE
Spec. Educ. -Crippled Children	BSE
Spec. Educ. -Learning Disabilities	BSE
Spec. Educ. -Mentally Retarded	BSE
Speech	BA, BS, BSE
Speech Pathology	BS, BSE
Vocal Music (Emphasis)	BM, BME

Masters

Biology	MS, MSE
Business Administration	MBA
Business Education	MSE
Correctional Therapy	MS
Counseling	MS
Counseling Psychology	MS
Early Childhood Education	MSE
Educational Media and Technology	MSE
Elementary Education	MSE
Elementary Educ. Admin. & Supervision	MSE
English	MSE
Health Education	MSE
History	MA, MSE
Home Economics	MSE
Industrial Education	MSE
Mathematics	MS, MSE
Music	MME
Nursing	MSN
Physical Education	MSE
Physical Science	MSE
Reading	MSE
School Psychology	MS
Spanish	MSE
Spec. Educ. -Crippled & Physically Hand.	MSE
Spec. Educ. -Learning Disabilities	MSE

Masters

Spec. Educ. -Mentally Retarded	MSE

CERTIFICATE AND ASSOCIATE DEGREES OFFERED BY BY EAST ARKANSAS COMMUNITY COLLEGE 1976/77

Certificate

Secretarial Science
Clerical Skills
Drafting and Design
Building Construction
Electronics
Public Administration in Management
Supervision
Police Science
Cosmetology
Career Pilot
Industrial Supervision and Safety
Advanced Emergency Medical Technician

Associate Degrees

General Education	Associate of Arts
Coop. with Crowleys Ridge VTS	Assoc. of Applied Science
Secretarial Science	Assoc. of Applied Science
Business Administration	Assoc. of Applied Science
Electronics Technician	Assoc. of Applied Science
Drafting and Design	Assoc. of Applied Science
Public Administration	Assoc. of Applied Science
Law Enforcement	Assoc. of Applied Science
General Education	Associate
General Education	Assoc. of Applied Science
Nursing	Assoc. of Applied Science
Career Pilot	Assoc. of Applied Science
Adv. Emergency Med. Technician	Assoc. of Applied Science

CERTIFICATE AND ASSOCIATE DEGREES OFFERED BY GARLAND COUNTY COMMUNITY COLLEGE 1976/77

Certificate

Secretarial Science
Clerical Skills
Medical Secretarial Science
Engineering Assistant
Supervisory Management
Law Enforcement
Fire Protection

Associate Degrees

General Education	Associate of Arts
Secretarial Science	Assoc. of Applied Science
General Education	Assoc. of Science
General Education	Associate
Coop. with Quawpaw VTS	Assoc. of Applied Science
Nursing	Associate
Coop. with Ouachita VTS	Assoc. of Applied Science
Medical Lab. Technician	Assoc. of Applied Science
Banking	Assoc. of Applied Science
Fire Protection	Assoc. of Applied Science

CERTIFICATE AND ASSOCIATE DEGREES OFFERED BY MISSISSIPPI COUNTY COMMUNITY COLLEGE 1976/77

Certificate

Secretarial Sciences
Agriculture
Police Science
Public Administration
Mid-Management
Fire Science
Private and Community Aviation

Associate Degrees

General Education	Assoc. of Arts
Mid-Management	Assoc. of Applied Science
Secretarial Sciences	Assoc. of Applied Science
Agriculture	Assoc. of Applied Science
Mech. Engineering Technician	Assoc. of Applied Science
Law Enforcement	Assoc. of Applied Science
Nursing	Assoc. of Applied Science

CERTIFICATE AND ASSOCIATE DEGREES OFFERED BY NORTH ARKANSAS COMMUNITY COLLEGE 1976/77

Certificate

Secretarial Sciences
Clerical Skills
Drafting
Agri-Business
Medical Secretary

Associate Degrees

General Education	Assoc. of Arts
General Education	Assoc. of Science
Coop. with Twin Lakes	Assoc. of Applied Science
Secretarial Sciences	Assoc. of Applied Science
Business Management	Assoc. of Applied Science
Drafting	Assoc. of Applied Science
Agri-Business	Assoc. of Applied Science
Medical Secretary	Assoc. of Applied Science
Medical Lab. Technician	Assoc. of Applied Science
Nursing	Assoc. of Applied Science
Administration of Justice	Assoc. of Applied Science

CERTIFICATE AND ASSOCIATE DEGREES OFFERED BY PHILLIPS COUNTY COMMUNITY COLLEGE 1976/77

Certificates

Automotive
Drafting
Practical Nursing
Secretarial Science
Air Conditioning and Refrigeration
Welding
Business Machine Operator
Cosmetology
Medical Records Transcription
Building Trades
Farm Equipment Mechanics

Associate Degrees

General Education	Assoc. of Arts
Business Management	Assoc. of Applied Science
Data Processing	Assoc. of Applied Science
Nursing	Assoc. of Applied Science
Secretarial Science	Assoc. of Applied Science
Automotive Technician	Assoc. of Applied Science
Business Administration	Assoc. of Applied Science
Drafting	Assoc. of Applied Science
Air Conditioning	Assoc. of Applied Science
Welding	Assoc. of Applied Science
Medical Lab. Technician	Assoc. of Applied Science
Maintenance Mechanics	Assoc. of Applied Science
Law Enforcement	Assoc. of Applied Science
Agri-Business	Assoc. of Applied Science
Building Trades	Assoc. of Applied Science
Farm Equipment Mechanics	Assoc. of Applied Science
Lithographic Occupation	Assoc. of Applied Science
Cosmetology	Assoc. of Applied Science

CERTIFICATES AND ASSOCIATE DEGREES OFFERED BY SOUTHERN ARKANSAS UNIV. EL DORADO 1976/77

Certificate

Associate Degrees

	Assoc. of Arts
Coop. with any VTS	Assoc. of Applied Science
Secretarial Science	Assoc. of Applied Science

CERTIFICATE AND ASSOCIATE DEGREES OFFERED BY SOUTHWEST TECH INSTITUTE 1976/77

Associate Degrees

Architecture and bldg. Construction	Assoc. of Applied Science
Aviation Mntc. Tech	Assoc. of Applied Science
Commercial Advertising Art	Assoc. of Applied Science
Computer Programming Tech	Assoc. of Applied Science
Electronics	Assoc. of Applied Science
Electromechanical	Assoc. of Applied Science
Environmental	Assoc. of Applied Science
Fire Service Technology	Assoc. of Applied Science
Food Preparation and Management	Assoc. of Applied Science
Mechanical Design	Assoc. of Applied Science
Secretarial Science	Assoc. of Applied Science

Certificates

CERTIFICATES AND ASSOCIATE DEGREES OFFERED BY WESTARK COMMUNITY COLLEGE 1976/77

Certificates

Practical Nursing
Auto Mechanics
Machine Shop
Welding
Drafting
Secretarial Training
Operating Room Tech
Respiratory Tech
Psychiatric Tech
Industrial Electronics and Elect. Mnt.
General Industrial Plant Management
Building Trades

Associate Degrees

General Education	Assoc. of Arts
Secretarial	Assoc. of Applied Science
Data Processing	Assoc. of Applied Science
Nursing	Assoc. of Applied Science
Electronics	Assoc. of Applied Science
Drafting	Assoc. of Applied Science
Automotive Technician	Assoc. of Applied Science
Mechanical	Assoc. of Applied Science
Emergency Medical Tech	Assoc. of Applied Science
Manufacturing Tech	Assoc. of Applied Science
Transportation	Assoc. of Applied Science
Law Enforcement	Assoc. of Applied Science
Human Services	Assoc. of Applied Science
Business	Assoc. of Applied Science

APPENDIX F

UNIVERSITY OF ARKANSAS
MEDICAL SCIENCES CAMPUS
(UAMSC)

DESEGREGATION PLAN
August, 1977

TABLE OF CONTENTS

I. Mission of the University of Arkansas Medical Sciences Campus

II. Statement of Policy & Purpose

III. Administration & Dissemination of Desegregation Plan, Equal Employment Opportunity and Affirmative Action Programs
   A. Administration
   B. Dissemination

IV. Human Relations Committees
   A. Employees
   B. Students

V. Job Grouping by EEO-VI Categories

VI. Availability Data

VII. Utilization of Black Non-Academic Personnel

VIII. Desegregation Objectives for Each School Within the University of Arkansas Medical Sciences Campus
   A. College of Health Related Professions
   B. College of Pharmacy
   C. College of Nursing
   D. College of Medicine

IX. Student Projection & Retention for the Next Five Years

X. Appendix

I. Mission of the University of Arkansas Medical Sciences Campus

The UAMSC has as its major mission the education and training of the numbers and kinds of physicians and allied health professions needed for the State of Arkansas. The geographic area served by UAMSC is the State of Arkansas.

The UAMSC is an organizational unit of the University of Arkansas System. The facilities of UAMSC include the 326 bed University Hospital and Outpatient Clinics, a nine-story basic science building, the TH Barton Institute for Medical Research and Education II.

UAMSC includes the Colleges of Medicine with five hundred (500) students, College of Nursing with one hundred forty five (145) students, College of Pharmacy with one hundred thirty two (132) students, College of Health Related Professions with two hundred thirteen (213) students, and the Division of the Graduate School with one hundred forty seven (147) graduate and special students.

II. Policy & Assurance

The University of Arkansas Medical Sciences Campus is committed to the principle and policy of nondiscrimination and equality of treatment and opportunity in all personnel actions. The UAMSC will recruit, employ and promote academic and non-academic staff without regard to race, color, sex, religion or national origin. The UAMSC will comply with and enforce all rules and regulations of titles VI, VII, IX and Executive Order 11246.

UAMSC will not use race as a criterion in matters of admissions, placement, termination, compensation, fringe benefits and transfers. The UAMSC programs of training, tuition assistance, social and recreational activities will be equitably provided for all personnel.

The UAMSC is taking remedial steps and affirmative action to eliminate and overcome all vestige of discrimination which has or may have resulted from previous policies and practices.

The UAMSC will not discriminate on the basis of sex, race, religion or national origin in its educational programs and/or activities and reaffirms its commitment to abide by the letter and spirit of the law.

James L. Dennis, M. D.
Chancellor, University of Arkansas
Medical Sciences Campus

III. Administration & Dissemination of the Desegregation Plan

A. Administration of Desegregation Plan

The Chancellor at the University of Arkansas Medical Sciences Campus has the responsibility for the Desegregation Plan, Equal Employment Opportunity and Affirmative Action Programs. The Chancellor has assigned the Human Relations Office the duties of writing, coordinating, monitoring and over-all administering of the Desegregation Plan, Equal Employment Opportunities and Affirmative Action Programs. The Vice Chancellor for Academic Affairs and Vice Chancellor for Fiscal Affairs will assist the Human Relations Office in the implementation and monitoring of the total program.

1. The Director of the Human Relations Office (HRO) will:

   a. Periodically review policies and practices affecting personnel to ensure equitable treatment for all employees, consistent with legal requirements, nondiscriminatory equal employment opportunity and affirmative action requirements.

   b. Provide annual reports and revisions as such become necessary.

2. Vice Chancellor for Academic Affairs will:

   a. Have the responsibility for the area of faculty employment, programs and activities as they relate to this Plan. The Vice Chancellor for Academic Affairs will work with Deans and Directors and will coordinate their involvement in the Plan.

   b. Deans and Directors of faculty personnel will exercise direct management of the Plan through Departmental Chairpersons, Heads and other faculty supervisory personnel.

   c. The Vice Chancellor for Academic Affairs will assist in providing data and materials, as needed, to the Human Relations Office.

3. Vice Chancellor for Fiscal Affairs will:

   a. Have the responsibility for all areas of employment other than faculty. He will assist in implementing, monitoring and reporting as to the progress of the Plan in non-faculty areas. The Vice Chancellor

for Fiscal Affairs will work with Deans, Heads or Chairpersons of Departments concerning non-faculty personnel, coordinating their involvement in the Plan.

b. Deans, Directors and other designated heads of units will exercise direct management of the Plan through supervisory personnel. Deans, Directors and other designated heads will be responsible for maintaining records and/or data as required by the Plan.

4. The Personnel Office will report monthly to the Human Relations Office the number of applicants, appointments, promotions and terminations by sex and race. The Human Relations Office will also receive a list of job vacancies. Such vacancies will be posted through-out the UAMSC.

B. Dissemination of the Desegregation Plan

The Desegregation Plan is being disseminated to all employees who are responsible for personnel decisions throughout the University of Arkansas Medical Sciences Campus. All present and prospective employees are being advised of the existence of the Desegregation Plan and Equal Employment Opportunity policies and are provided the elements of the policies that will enable the employees to avail themselves of their benefits.

In order to communicate more comprehensively the UAMSC Desegregation Plan and Equal Employment Opportunity policies the following procedures are being instituted:

1. All managers and supervisors of the Medical Sciences Campus have been advised of the plans and policies in meetings and in writing and shall be reminded of their existence at least once per year by a memorandum from the Human Relations Office; a record shall be kept of such reminders.

2. A written notice of the policies has been given to all employees and will be given to each new employee.

3. Special consideration shall be given when preparing employment advertising to assure compliance with federal, state and local regulations pertaining to equal opportunity. All such advertisements shall state that the Medical Sciences Campus is an Equal Opportunity Employer. Copies of these advertisements will be retained as evidence of this dissemination practice.

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2. A written notice of the policies has been given to all employees and will be given to each new employee.

3. Special consideration shall be given when preparing employment advertising to assure compliance with federal, state and local regulations pertaining to equal opportunity. All such advertisements shall state that the Medical Sciences Campus is an Equal Opportunity Employer. Copies of these advertisements will be retained as evidence of this dissemination practice.

4. Equal Employment Opportunity Posters are being displayed in locations where applications are received and/or employee interviews are routinely held for non-faculty personnel. The Chief Fiscal Officer (Assistant EEO Officer) will insure this procedure.

5. Orientation sessions for newly hired employees include information and a short talk by the Human Relations Office on the University's Desegregation Plan and Equal Employment Opportunity policies.

6. Employment agencies utilized by the University of Arkansas Medical Sciences Campus' recruiters shall be informed of these policies and of the Campus' intent to seek out qualified applicants without regard to race, color, religion, sex or national origin. Files of such correspondence shall be maintained.

7. Outside agencies using UAMSC for recruitment purposes will be expected to have an Affirmative Action Plan stating in essence that they are in compliance with Desegregation Plan and EEO guidelines.

IV. Human Relations Committee

The Affirmative Action Operational Committee addresses itself to institutional practices and policies relating to hiring, promotions, terminations and salary of all campus personnel. The Committee reviews the current and future status of female and minority employees in regard to all employment practices. The Committee is a continual sounding board and an initiator of ideas to the Human Relations Office.

The Human Relations Committee for Student Affairs addresses itself to identifying discriminatory practices and bringing such practices to the attention of Campus administrators who concern themselves with Student Affairs. The Committee will assist in implementation of the State Desegregation Plan from the student's prospective. The Committee will also serve as a Student Grievance Board in matters of discrimination.

V. All job titles are listed under one of the EEO-6 categories as defined in the Federal Register.

VI. The labor market for academic personnel is the United States. The availability data for academic employees was taken from Availability Data in Academic Professions and Related Occupations, compiled by Gail F. Isbell, Research Specialist, University of Colorado, Boulder, Colorado. Data for black Ph.D. and Master Degrees combined in Nursing was taken from Dr. Elizabeth Carnegie, National League of Nursing, Editor of the Nursing Research Magazine, 1974 November and December issues.

The general labor market for non-academic personnel is the State of Arkansas with the majority coming from the Little Rock-North Little Rock metropolitan area. Some Executive/Administrative/Managerial positions are recruited on a national level. The source of data for the availability analysis is the Standard Metropolitan Statistical Areas Computations.

AVAILABILITY DATA
on the NATIONAL (US) LEVEL

compiled by the
University of Colorado
May, 1975

Blacks with Ph.D. in Pharmacology = 3.1%

Blacks with Ph.D. in Anatomy = o.8%

Blacks with Ph.D. in Physiology = 0.2%

Blacks with Ph.D. in Microbiology = 1.9%

Blacks with Ph.D. in Biochemistry =2.2%

Blacks with Ph.D. in Educational Administration = 6.4%

Blacks with Ph.D. in Physics (Nuclear) = 1.1%

Blacks with Ph.D. in (Clinical) Psychology = 1.1%

Blacks with Ph.D. and Master Degree in Nursing = 5.0%*

Blacks with M.D. = 2.1%

Blacks with D.D.S. = 2.5%

Blacks with D.V.M. = 0.6%

Blacks with Master Degree in Social Work = 15.4%

*The data on the availability of nurses combines Masters and Doctoral Degrees.

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AVAILABILITY ANALYSIS

CATEGORY	TOTAL (columns b & h)	MALE						FEMALE					
		TOTAL	Non-Hispanic Origin		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TOTAL	Non-Hispanic Origin		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN
			WHITE	BLACK					WHITE	BLACK			
	a	b	c	d	e	f	g	h	i	j	k	l	m
ecutive, Administrative & Managerial	20,616	15,368 74.5%	14,721 71.0%	546 3.0%	101 0.5%	0 0	0 0	5,248 25.5%	4,982 24.2%	254 1.2%	12 0.1%	0 0	0 0
ofessional Non-Faculty	15,535	4,983 32.1%	4,823 31.1%	154 1.0%	6 0.04%	0 0	0 0	10,552 67.9%	9,592 61.7%	858 5.5%	102 0.7%	0 0	0 0
erical & Secretarial	88,427	23,895 27.0%	22,132 25.0%	1,682 1.9%	81 0.1%	0 0	0 0	64,532 73.0%	61,907 70.0%	2,345 3.0%	280 0.3%	0 0	0 0
chnical & Paraprofessional	7,236	6,535 90.3%	6,393 88.3%	142 2.0%	0 0	0 0	0 0	701 9.7%	626 8.7%	64 0.9%	11 0.2%	0 0	0 0
illed Crafts	47,927	47,927 100%	43,918 91.6%	3,786 7.9%	223 0.5%	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
rvice/ Maintenance	136,777	63,054 46.1%	45,405 33.2%	17,445 12.8%	204 0.2%	0 0	0 0	73,723 53.9%	55,200 40.4%	18,225 13.3%	298 0.2%	0 0	0 0

SMSA WORK FORCE FOR LITTLE ROCK & NORTH LITTLE ROCK - 1970
AVAILABILITY ANALYSIS

CATEGORY	a TOTAL (columns b & h)	MALE						FEMALE					
		b TOTAL	Non-Hispanic Origin: c WHITE	Non-Hispanic Origin: d BLACK	e HISPANIC	f ASIAN OR PACIFIC ISLANDER	g AMERICAN INDIAN OR ALASKAN NATIVE	h TOTAL	Non-Hispanic Origin: i WHITE	Non-Hispanic Origin: j BLACK	k HISPANIC	l ASIAN OR PACIFIC ISLANDER	m AMERICAN INDIAN OR ALASKAN NATIVE
Executive, Administrative & Managerial	13,257	12,147 91.6%	11,731 88.5%	345 2.6%	71 0.5%	0 0	0 0	1,110 8.4%	1,015 7.7%	89 0.7%	6 0.1%	0 0	0 0
Professional Non-Faculty	7,267	3,101 42.6%	2,867 39.4%	220 3.0%	14 0.2%	0 0	0 0	4,166 57.4%	3,707 51.0%	446 6.2%	13 0.2%	0 0	0 0
Clerical & Secretarial	23,484	6,148 26.2%	5,505 23.4%	622 2.7%	21 0.1%	0 0	0 0	17,336 73.8%	16,463 70.1%	865 3.7%	8 0.0%	0 0	0 0
Technical & Paraprofessional	1,983	1,751 88.3%	1,714 86.4%	37 1.9%	0 0	0 0	0 0	232 11.7%	219 11.0%	13 0.7%	0 0	0 0	0 0
Skilled Crafts	9,595	9,595 100%	8,722 90.9%	840 8.7%	33 0.3%	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0
Service/ Maintenance	22,663	10,513 46.4%	6,673 29.4%	3,820 16.9%	20 0.1%	0 0	0 0	12,150 53.6%	8,069 35.6%	4,023 17.8%	58 0.3%	0 0	0 0

[redacted] SN[redacted]NO[redacted]ORK[redacted]197[redacted]

UNITED STATES

CATEGORY	TOTAL (columns b & h)	MALE						FEMALE					
		TOTAL	Non-Hispanic Origin		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	TOTAL	Non- Hispanic Origin		HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
			WHITE	BLACK					WHITE	BLACK			
	a	b	c	d	e	f	g	h	i	j	k	l	m
Executive, Administrative & Managerial	7,404,600	6,931,563 93.6%	6,591,015 89.0%	180,076 2.4%	160,477 2.2%	0 0	0 0	473,032 6.4%	437,847 5.9%	24,398 0.3%	10,787 0.2%	0 0	0 0

271

272

VII. Utilization of Black Non-Academic Personnel

A. Executive/Administrative/Managerial

There is a total of 143 employees in this job category and seven (5%) are black. The availability of blacks in the labor market is 2.8%.

There are three (42.8%) blacks receiving a salary of less than $10,000 per year. Two blacks (28.5%) receive a salary in the range of $16,000-18,999 per year. Two blacks (28.5%) receive a salary in the upper range of $19,000-24,999 per year.

We are in compliance in this job category.

B. Professional Non-Faculty

There is a total of 404 employees in this job category and 35 (8.7%) are black. The availability of blacks in this category is 7%.

There are ten (28.5%) blacks receiving a salary below $10,000 per year. There are 18 (51.4%) blacks receiving a salary in the range of $10,000-12,999 per year. There are 5 (14.3%) blacks receiving a salary in the range of $13,000-15,999 per year. There are 2 (5.8%) receiving a salary in the range of $16,000-18,999 per year.

We are above the availability of blacks in the geographical area of the labor market and 20% of the blacks receive a salary above $13,000 per year. We are in compliance with EEO Guidelines in this job category.

C. Secretarial/Clerical

There is a total of 572 employees in this job category and 89 (15.6%) are black. The availability of blacks in the labor market is 4.6%.

There are four (0.7%) blacks receiving a salary in the range of $3,000-4,999 per year. Seventy-eight (13.6%) blacks receive a salary in the range of $5,000-7,499 per year. Seven (1.2%) receive a salary in the range of $7,500-9,999 per year. There are nine (1.7%) whites receiving a salary in the range of $10,000-12,999 per year. There are no blacks in the top salary range.

Black utilization is above the availability in the labor market. Objective in this category is to promote more blacks into the upper salary range.

D. Technical/Paraprofessional

There are 350 employees in this job category and 101 (28.9%) are black. The availability of blacks in the labor market is 2.8%.

Ninety-eight (96%) of the blacks in this category receive less than $9,999 per year. Thirty-one (30.7%) of the blacks receive less than $7,499 per year. Forty-seven (18.9%) of the whites receive a salary above $10,000 per year. Three (2.9%) of the blacks receive a salary in the range of $10,000-12,999 per year. Two percent (4) of the whites receive a salary in the top range of $16,000-18,999 per year. There are no blacks in the top salary range.

We have over-utilized blacks in this job category in relationship to their availability in the labor market. The objective in this job category is to promote more blacks into the higher paying positions.

E. Skilled Crafts

There are 111 employees in this job category and 23 (20.7%) are black. The availability of blacks in the labor market is 8.7%.

Eleven (47.8%) of the blacks receive a salary in the range of $5,000-7,499 per year. Nine (39.1%) of the blacks receive a salary in the range of $7,500-9,999 per year. Three (2.7%) of the blacks receive a salary in the range of 10,000-12,999 per year. Twelve (13.6%) whites receive a salary above $13,000 per year and no blacks receive a salary above $13,000 per year.

We have over-utilized blacks in this job category in relationship to their availability in the labor market. The objective is to promote more blacks to the higher paying positions.

F. Service/Maintenance

There are 497 employees in this job category and 303 (61%) are black. The availability of blacks in the labor market is 34%.

The majority of blacks 268 (88.4%) in this job category receive a salary in the range of $5,000-7,499 per year. There are 53 (17.5%) blacks who receive a salary in the range of $3,000-4,999 per year. Eleven (3.6%) blacks receive a salary in the range of $7,500-9,999 per year. There is one black (0.3%) receiving a salary higher than $10,000 per year compared to 5 (2.5%) whites who receive above $10,000 per year.

We have over-utilized blacks in this job category in relationship to the black availability in the labor market. Our objective is to promote more blacks into the higher paying positions.

UAMSC has a total of 2,723 (academic & non-academic) employees, of which 639 (23.5%) are black. The total black population of the State of Arkansas is 18.3%. Blacks are over-utilized by UAMSC. However, 494 (77.3%) of the blacks receive a salary of less than $10,000 per year.

The objective of the UAMSC is to promote more blacks into the higher paying positions.

All job vacancies are frozen for ten days before a new employee is hired for that position. During this ten day period the job vacancy is posted on bulletin boards throughout the campus and also placed in the weekly bulletin that is sent to each department. This is one way in which blacks and all incumbent employees have the opportunity to advance.

The utilization of black academic personnel will be addressed in Section VIII, which is titled "Desegregation Objectives for Each School Within the UAMSC".

COLLEGE OF HEALTH RELATED PROFESSIONS
DESEGREGATION PLAN
RECRUITMENT OF MINORITY FACULTY, STAFF AND STUDENTS

POLICY STATEMENT

Since the establishment of the College in June, 1971, the administrative and academic leadership of the College and its various programs have been acutely aware of the small proportion of black students enrolled in the College and the absence of blacks in the labor pool for entry level faculty and staff positions in the College. Our analysis for the causes of these deficiencies is as follows:

1. Few black students enter the allied health programs because they are unaware of employment opportunities in the health related fields;

2. Too few of the blacks who complete the programs are interested in pursuing a teaching career in that particular field since a teacher's earning capability is less than that of a health practitioner; and

3. Those who choose a teaching career are being recruited away by other institutions of higher education who are in a position to offer higher salaries.

In view of the foregoing, it was decided that our efforts to influence the labor pool should be directed toward increasing the number of black students entering the allied health field since little possibility existed to make changes in either item 2 or 3 above.

The current policy of the College in its recruitment efforts is, and will continue to be in the foreseeable future, to increase the awareness of Arkansas' black youth, ages 16-24, of opportunities in the allied health career fields. This is to be accomplished as follows:

1. Disseminate health career information to blacks throughout Arkansas through increased utilization of the College's Speakers Bureau;

2. Acquaint counselors and guidance personnel in both secondary and higher education settings with the vast area of health career opportunities available to all students, irrespective of race;

3. Provide a health career counseling service to black individuals who reside in the Little Rock area through facilities currently available in the Office of the Dean; and

4. Identify qualified black applicants, and working through the Financial Aid Officer of the University of Arkansas for Medical Sciences Campus, make available resources to facilitate their matriculation in an allied health program of their choice.

After students have been enrolled in a training program, the faculty of each program is committed to providing personal, academic, and financial counseling, as required, to enhance the retention rate for black students as needed.

As a result of this program, we would hope to make available at the end of a five-year period, an increase of twenty-five black instructor-level personnel in the labor pool.

In addition to the foregoing, the College attempts to increase the number of black faculty and staff by recruiting on a national level, through the appropriate professional associations, for each new faculty member recruited. To date, our efforts in this attempt have been non-productive.

EMPLOYMENT

The College of Health Related Professions has a total of 47 paid employees, of which 17 are part-time. Twelve of the 47 positions are classified and the highest paid position in the group is the Administrative Assistant to the Dean, who is a black. During the last year, the other black in the classified staff resigned due to pregnancy. Every effort was make to recruit a black replacement for this position, but none could be found.

One additional black faculty member was employed during the year on a part-time basis.

The 1 black faculty member reported last year resigned her position to return to graduate school, but assured us that she would return to her position the first of July, 1977, upon receiving her degree. We were very disappointed when she accepted a position outside the teaching profession.

Five faculty members have been employed during the past fiscal year. Maximum efforts were made in an attempt to fill all these positions with blacks but no applications were received. A continued effort to recruit black faculty and classified staff is being made. (Copies of advertisements placed in professional journals are attached.)

GOALS (continued)

The goal of the College, as related to employment of blacks in classified positions, is to reach or exceed 24 percent within the next five years as follows:

		No. Blacks
Current	8%	1
July 1, 1978	16%	2
July 1, 1979	16%	2
July 1, 1980	24%	3
July 1, 1981	24%	3
July 1, 1982	24%	3

COLLEGE OF PHARMACY DESEGREGATION PLAN
UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES

I. The responsibility of the College of Pharmacy is to produce the kinds and numbers of pharmacists required to meet primarily the needs of the citizens of Arkansas; to provide advanced technical specialty care information not elsewhere available in the State; to prevent obsolescence in pharmacy graduates by post graduate education programs that make health care a lifelong learning process; to provide leadership in the planning and development for new health care programs in relation to public needs; and to cooperate and collaborate with other health care professionals in the pursuit of common goals and public responsibilities.

All students are required to have completed a minimum of 60 semester hours of specified college work prior to enrollment in this College of Pharmacy. A minimum of 98 semester hours (three academic years) are additionally required in the College of Pharmacy to earn the Bachelor of Science degree. Because of curriculum arrangement, the College of Pharmacy presently has only two classes of students for the academic year. At the beginning of the 1976-77 academic year, the composite student body totaled 128 including three Black students (2.34%). As of September 1978, because of curriculum changes the composite student body will consist of three classes in each semester and will include approximately 210 students.

Students are admitted into the College of Pharmacy once a year and it is anticipated that the size of the student body will remain relatively stable for 3 to 4 years following the 1978-79 academic year.

The Faculty of the College of Pharmacy presently consists of 25 members. It is anticipated that an additional four members will be added within the next three years but stabilizing in size after these additions.

Approximately 14 graduate students are expected to pursue studies for a Master degree in the various disciplines of Pharmacy for the 1977-78 academic year. These students are accepted by and enrolled in the Graduate School of the University of Arkansas for Medical Sciences with a major in the pharmaceutical sciences.

The College of Pharmacy at the University of Arkansas Medical Sciences is the only such College in the State and therefore its students are drawn from all areas of the State. Applicants may complete the two years of pre-pharmacy requirements at any accredited collegiate institution and typically, less than 5% of the applicants each year will have attended a college out of Arkansas although they are legal residents of this State. Because of the larger number of applicants each

year, this College does not accept out-of-State students if they will displace a qualified in-State student.

Typically, less than 10% of each graduating class will leave the State following graduation for employment, graduate school or other reasons.

The College of Pharmacy serves the State of Arkansas by accepting students representing all areas of the State and by its graduates who remain in the State to serve the pharmaceutical needs of the citizens.

II. DESEGREGATION OF STUDENT ENROLLMENT

A plan to achieve the desegregation of student enrollment in the College of Pharmacy is included in a composite plan for student enrollment in all Colleges on this campus. This composite plan is to be submitted by other offices on this campus.

It should be noted that the College of Pharmacy does not admit students directly from high school but only after the completion of 60 semester hours or prescribed course work at any accredited collegiate institution.

III. DESEGREGATION OF FACULTY OF THE COLLEGE OF PHARMACY

The College of Pharmacy has budgetory responsibility for 25 full time faculty members for the 1977-78 academic year. Of these, two (8%) are white females and 23 (92%) are white males. Nine have academic rank of Professor, four have rank of Associate Professor, six as Assistant Professor and six as Instructor.

Six of the twenty-five faculty positions do not require the doctoral degree but may be filled with personnel having a Master's degree with a major in one of the pharmaceutical sciences or a Bachelor of Science degree in pharmacy.

In the Spring of 1976, 6.38% of all graduates receiving a Masters degree from all colleges in the State were Black graduates. None of these graduates received a Masters degree with a major in the pharmaceutical sciences. (Source: Statewide Plan IV, October, 1976, p.16.)

Of 393 Master of Science degrees in the pharmaceutical sciences which were conferred by all Colleges of Pharmacy in the United States, for the academic year 1975-76, 6 (1.52%) were Black graduates. (Source: American Association of College of Pharmacy.) Figures for academic year 1976-77 are not yet available.

There were no Black graduates receiving the Bachelor of Science degree from the College of Pharmacy in 1977 in the State of Arkansas.

To use the 6.38% goal for faculty not requiring the doctoral degree would result in the addition of 0.4 faculty member at this level. The remaining 19 faculty positions require the doctoral degree (Ph.D., Pharm. D.). The relevant labor market area for this level of faculty appointment consists of the graduates of Colleges of Pharmacy throughout the United States.

Of 957 graduates receiving the Ph.D. or Doctor of Pharmacy degree from all Colleges of Pharmacy in the United States, which is the relevant labor market, 26 (2.7%) were Black graduates. Using the 2.7% goal for faculty requiring a doctoral degree would result in the addition of 0.5 faculty members.

GOAL:

The goal of the College of Pharmacy is to add one Black faculty member at a level requiring a doctoral degree. If personnel is not available at this level, one Black faculty member will be added at a level requiring less than the doctoral degree. This will give a proportion of 4% Black members for the total present faculty.

This proportion of Black faculty hired to fill faculty vacancies shall not be less than the proportion of Black individuals with the credentials required for such positions in the relevant labor market.

TIMETABLE:

A Black faculty member will be added to the College of Pharmacy as soon as possible but not later than the close of the 1978-79 academic year.

COLLEGE OF NURSING DESEGREGATION PLAN
UNIVERSITY OF ARKANSAS FOR MEDICAL SCIENCES

I. THE MISSION AND PROGRAMS

1. The College of Nursing supports the goals of the University and of the Medical Sciences Campus. These goals are to assure academic excellence and to educate graduates who can address the needs of the people of Arkansas. Within this framework the College has four major responsibilities to the State of Arkansas and these responsibilities are stated in the following objectives:

   (a) To explore and demonstrate the importance of team approaches in nursing and in health care for improved services to the citizens of this State:

   -through the selected different kinds of educational programs offered in nursing,

   -through collaboration with physicians and other health professions in developing models of delivery for improved health services to people throughout the State, and

   -through the collaborative kinds of learning experiences provided within nursing, interdependently with other health professionals and appropriately with any persons and/or agencies relating themselves to the health care delivery system.

   (b) To provide basic preparation for registered nurse licensure

   (c) To provide graduate education in nursing

   (d) To provide ways in which registered nurses:

   -may change their practice roles through formal degree granting programs or through formal training programs, and

   -may enrich, update and keep their practice current through continuing education offerings.

   Specifically, the College of Nursing implements these objectives through different programs: 1) the Baccalaureate Program, 2) the Masters Program, 3) the Training Program for Nurse Practitioners, 4) the Program for Continuing Education.

Goals for each program are as follows:

The BSN Degree Program prepares:

(1) Professional Staff Nurses
(2) Nurse Practitioners

The MNSC Degree Program prepares:

(1) Nurse Specialists
(2) Teachers
(3) Administrators

The Training Program for Nurse Practitioners prepares R.N. graduates of Associate Degree and Diploma Programs to provide concentrated patient-oriented nursing (certificate program).

The Program for Continuing Education provides ways for Registered Nurses, Licensed Practical Nurses and many health workers to enrich, update and keep their practice current (continuing eudcation units).

2. The State of Arkansas is the geographic area served by the institution.

3. Projected size: student body and staff

Program enrollment	78-79	79-80	80-81	81-82	82-83
BSN (FTE)	145	150	153	158	160
MNSC (FTE)	38	49	60	65	68
TRG. NSE. (FTE) Practitioners	24	27	28	28	30
FACULTY	36	40	44	47	51

II. STUDENT ENROLLMENT

1. This section will be discussed in the section titled "Student Projection & Retention for the Next Five Years".

(a) It is important to note that the background of students entering the different programs in the College of Nursing is varied. The required background for admission is as follows:

BSN program - Admitted after successful completion of at least 60 semester hours required liberal arts college courses.

MNSC Program - Admitted after successful completion of an accredited BSN Program.

Training Program for Nurse Practitioners - Admitted as Registered Nurses who have completed any basic program in nursing (2, 3, 4 years in length).

III. FACULTY

Goals in relation to black faculty are based on a 5% national pool of Masters and Doctoral graduates now available. The 5% is greater than the number of these now being graduated in Arkansas because the Masters programs have had graduates only since 1973 and there are no Doctoral programs in the State as yet. Numbers of black Masters students and graduates are increasing. The Masters program in this College of Nursing will have one black graduate in 1978 and has an additional present FTE enrollment of 2 students.

The College of Nursing is in the process of appointing one black faculty member for the 1977-78 year. Since the number of faculty is now 32, this black appointee will bring College of Nursing percentage to 2.8%. The goals of the College of Nursing are to do two things: 1) reach or exceed the 5% faculty appointments by the 1979-80 academic year, 2) appoint at least one black faculty member to each of the professorial ranks (Instructor, Assistant Professor, Associate Professor and Professor) by the 1982-83 academic year.

Every faculty member in the College of Nursing has some administrative responsibilities and these increase with increase in rank. Black faculty appointees will have the same privileges and responsibilities.

COLLEGE OF MEDICINE DESEGREGATION PLAN
UNIVERSITY OF ARKANSAS MEDICAL SCIENCES CAMPUS

The major responsibility of the College of Medicine, a public institution founded in 1879, is the education and training of the numbers and kinds of physicians to meet the health care requirements of the people of the State of Arkansas. It is acknowledged that the number of physicians in practice in the State is inadequate;...that a greater number of physicians trained in primary care is required, particularly, for the more rural, low-income and heavily black populated areas of the State;...and that a disparity exists relative to black representation among students, faculty and physicians in practice in the State in relationship to the State's total black population. The administration and faculty of the College of Medicine are committed to the following goals:

1. A gradual increase in enrollment of medical students within the limits of our resources provide the numbers of physicians required.

2. Implementation of curricular improvements placing emphasis on an earlier introduction to clinical medicine, primary care, and practice opportunities in less densely populated communities and unserved areas of the State.

3. Increasing primary care postgraduate residency training programs to meet increases in the numbrr of graduates.

4. Recruitment of black applicants to seek careers in medicine, and ultimately, faculty positions.

5. The development of a black applicant pool of sufficient size to allow the College of Medicine to match or exceed the largest number of black applicants accepted and admitted to the first year class in any other year.

6. Provide special education assistance to offset social, economic and educational deficiencies of minority and disadvantaged students.

ENROLLMENT AND GRADUATE INCREASES

There has been a steady increase in medical student enrollment and in the number of graduates. Concerted efforts to prepare students for modern medicine and the appointment of highly competent faculty who have made up for their very limited numbers through hard work and dedication has reduced class attrition from approximately seventy percent to less than four percent. Enrollments and the number of graduates for the five year period 1972-1976 contrasted with enrollment and graduate projections for the five year period 1977-1981 are shown:

	Year	Enrollment	Graduates
Five Year Period	1972	432	99
	1973	453	105
	1974	468	106
	1975	482	120
	1976	484	121
Five Year Projection	1977	484	120
	1978	502	122
	1979	517	122
	1980	532	134
	1981	544	136

For the academic year 1977-1978 black representation in the first year is ten percent. With the development of an improved black applicant pool an objective is to increase the number admitted each year through 1981. By 1981 we can project doubling of the number of black graduates over the 1976-1977 academic year's output of six physicians. Enrollment characteristics are shown below of six undergraduate higher educational institutions in the State attended by the larges numbers of minority students, including two traditional black institutions. Each of the institutions named is an active participant with the College of Medicine to attract additional black students to Medicine.

	Total Undergraduate Enrollment	Total Black Enrollment	Percent Black Enrollment
University of Arkansas at Pine Bluff	2,599	2,229	86
University of Arkansas at Monticello	1,657	215	13
Philander Smith	756	750	99
University of Arkansas at Little Rock	7,558	1,028	16
University of Arkansas at Fayetteville	10,050	304	3
Arkansas State University	7,108	621	9

DEVELOPMENT OF BLACK APPLICANT POOL

On July 1, 1976 an Office for Student Minority Affairs was created to implement a program of wide-ranging activities within and without the institution designed to identify, inform, motivate, and assist prospective black candidates for medical college admission throughout the State. A second year objective was to develop and implement special orientation and remedial assistance programs to help minority and disadvantaged students who might experience academic difficulty or require special assistance to reduce or eliminate attrition. A staff of three full-time personnel is maintained, augumented by basic science and clinical faculty and educational instructional staff.

The following table graphically reflects black student applicants, acceptances, admissions and graduates for the five-year period 1972-1976 with projections for the five year period 1977-1981:

	1972	1973	1974	1975	1976	1977	1978*	1979*	1980*	1981*
Applicants	24	11	16	14	16	32	48	56	68	80
Acceptances	8	6	5	7	13	15	20	23	27	32
Enrolled	2	6	4	1	11	14	15	18	22	26
Graduated	0	1	3	3	0	6	0	3	11	12

*Projected Goals

RECRUITMENT

The effort of the University of Arkansas College of Medicine to recruit blacks to careers in medicine is reported as accomplishments under "Development of Black Applicant Pool." The disparity in black representation on the faculty is reflected in Tables I and II. The present availability of black candidates to fill medical faculty positions ranges of 0.2% to 3.1% of qualified candidates in the basic sciences fields and averages 2.1% for all clinical sciences. Black physicians who are postgraduate residency training number 821 of 10,622 intern and resident positions reported by the AAMC.

TABLE I
FILLED FULL-TIME FACULTY POSITIONS

	U.S. Medical colleges (112)			Arkansas		
	Total	Black	Other	Total	Black	Other
Anatomy	1,560	19	1,541	12	-	12
Biochemistry	1,550	20	1,530	10	-	10
Microbiology	1,210	17	1,193	12	-	12
Pathology	2,640	36	2,604	20	1	19
Pharmacology	1,067	15	1,052	9	-	9
Physiology	1,416	27	1,389	8	-	8
Other Basic Sciences	441	3	438	-	-	-
Anesthesiology	1,225	10	1,215	9	-	9
Dermatology	270	5	265	1	-	1
Family Medicine	601	47	554	8	-	8
Medicine	7,256	83	7,172	29	-	29
Neurology	961	22	939	3	--	3
Obstetrics-Gynecology	1,368	41	1,327	5	-	5
Ophthalmology	654	5	649	4	-	4
Orthopaedics	337	5	332	7	-	7
Otolaryngology	404	3	401	5	-	5
Pediatrics	3,328	9	3,319	23	1	22
Psychiatry	4,468	114	4,354	32	2	30
Radiology	2,324	29	2,295	15	-	15
Surgery	3,672	68	3,604	16	2	14
Other Clinical Specialties	711	___	702	-	-	-
TOTAL(s)	37,463	587	36,875	228	6	222

TABLE II
UNFILLED FULL-TIME FACULTY POSITIONS
(Reported by AAMC)

	ALL MEDICAL COLLEGES	ARKANSAS*
Basic Science Departments	672	11
Clinical Departments	1,812	31
Total(s)	2,484	41

*July 1, 1977

All faculty and staff position vacancies are advertised nationally in journals relevant to the field and discipline represented. Selection is made with emphasis on teaching, scholarship and research skills, professional accomplishments, and major interests in fulfilling the primary obligations of the University to the community and State in accordance with Executive Order 11246 and amendments thereof. The goal of the College of Medicine is to recruit black faculty and staff to fill position vacancies in numbers that at least equal the ratio of students and residents to the College's enrollment.

Each Search Committee established to fill vacant faculty and staff positions is now charged to exert maximal effort to fill positions with black candidates. This policy will be continued. The total faculty at the University of Arkansas Medical Sciences Campus presently consists of 277 members of which six (2.2%) are black. A projection of the number of black faculty that can be recruited within the availability of candidates is as follows:

	1977-78	1978-79	1979-80	1980-81	1981-82	Total
Basic Sciences	0	1	1	0	0	2
Clinical Sciences	1	1	1	2	2	7
TOTAL(s)	1	2	2	2	2	9

HIGHER EDUCATION DESEGREGATION PLAN

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Fort Smith, Arkansas

RACE AND SEX DISTRIBUTION
DESEGREGATION ADVISORY COMMITTEE

INSTITUTIONAL REPRESENTATIVES

	White	Black		
Female	4	2	6	(30%)
Male	9	5	14	(70%)
	13	7	20	
	(65%)	(35%)		

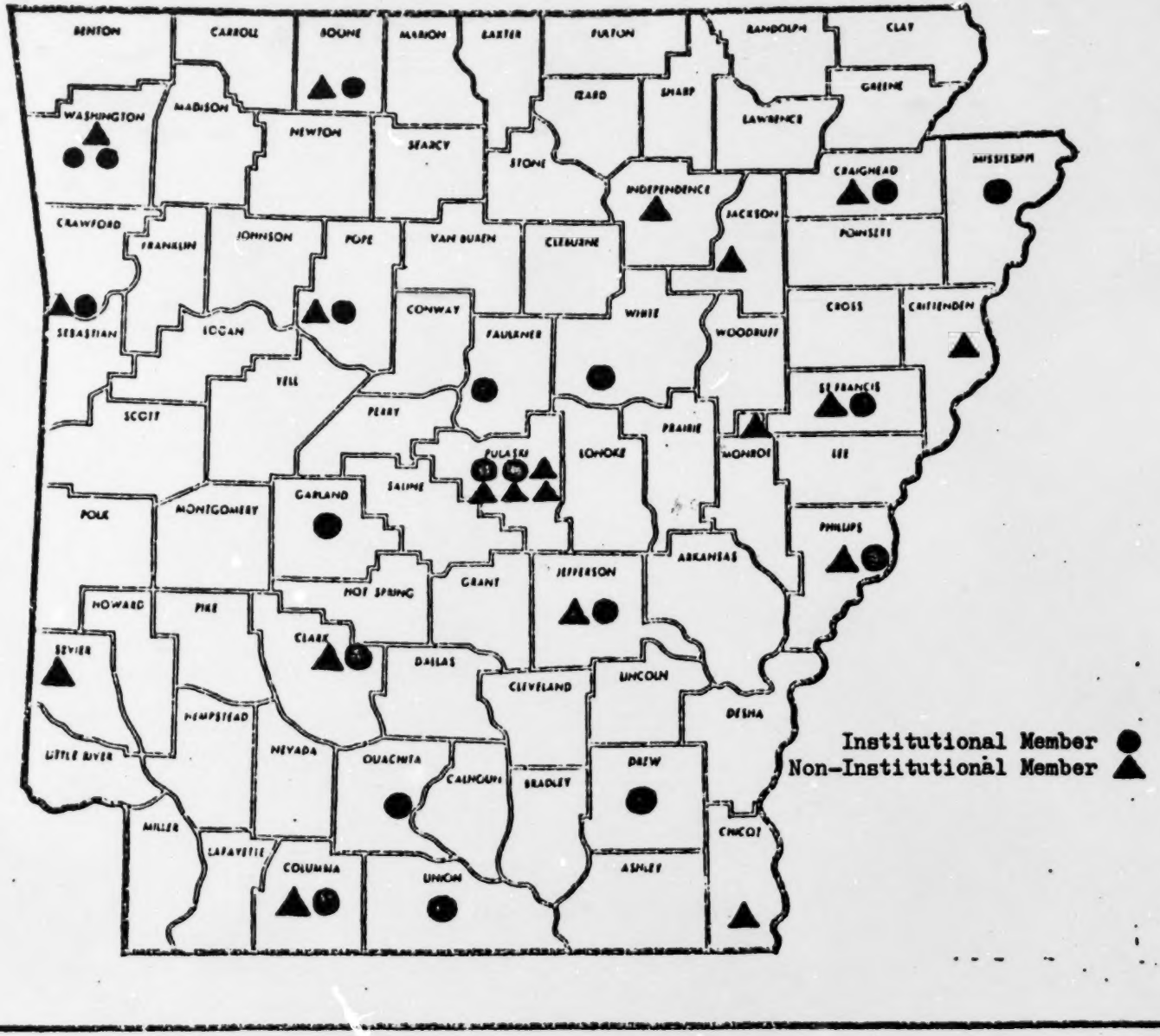
NON-INSTITUTIONAL REPRESENTATIVES

	White	Black		
Female	2	2	4	(20%)
Male	6	10	16	(80%)
	8	12	20	
	(40%)	(60%)		

ENTIRE COMMITTEE

	White	Black		
Female	6	4	10	(25%)
Male	15	15	30	(75%)
	21	19	40	
	(52.5%)	(47.5%)		

G-3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POPE
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